
Alberta Grievance Arbitration Awards July 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	AECOM Maintenance Contractors	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
2390	Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1096	Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1096	Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith, P.A.	2020-03-19
1104	Alberta Crane Owners Association	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1354	Alberta Distillers	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1109	Alberta Health Services	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1110	Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1111	Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	Alberta Health Services	UNA	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05

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1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	Alberta Health Services - GSS	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	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1111	Alberta Health Services - PMP/PMT	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	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23

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

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1142	ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1143	ATCO Structures & Logistics - Barge Landing	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1745	Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1382	Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1167	Brenda Strafford Foundation - Clifton Manor	UNA	Clifton Manor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
2086	Calgary Co-Op	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1355	Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1259	Canadian Blood Services	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	Canadian Blood Services	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1463	Canadian Blood Services - Techs	HSAA	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1488	Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1118	Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07

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1367	Capital Care - PMP/PMT	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	Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1435	Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1026	CertainTeed Canada	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	Chantelle Management - Edith Cavell Care Centre	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	City of Calgary	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	City of Calgary	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1974	City of Calgary	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	City of Calgary	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
2116	City of Calgary	Carpenters Local 2103	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1973	City of Calgary - Inside Workers	CUPE Local 38	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09

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1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1975	City of Edmonton	Civic Service Union 52	City of Edmonton (Police Service)	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1123	City of Edmonton	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	City of Edmonton	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	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	City of Edmonton	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1815	City of Edmonton - Transit	ATU Local 569	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1981	City of Red Deer	CUPE Local 417	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
2124	City of St. Albert	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1166	Concordia University College	Concordia University College Faculty Association	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11

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1628	Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Contintental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1263	Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2184	Dene West - Albian Sands Village	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1495	Educating & Employing Entities	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	Empire Iron Works	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	Extendicare (Canada) - Athabasca	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1477	Federated Co-Operatives	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	First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
2306	First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2306	FirstCanada - Branch 34040	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1878	FirstCanada - Wood Buffalo	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

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1467	Foremost Universal	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	Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1054	Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1163	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1840	Government of Alberta	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	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1525	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1478	Kawneer Company Canada	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
1353	Labatt Alberta Brewery	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21

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1305	Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1066	Legal Aid Society	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1569	Living Waters Catholic Separate School Division	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	NAIT	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
2095	NDT Management Association	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
1225	Neegan Development	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	Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1229	North American Mining	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	Northern Weld Arc	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2429	Oilers Entertainment Group	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1917	Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10

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1300	Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
1100	Sobeys Capital - Retail Support Centre	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	Sobeys West - Retail	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	Sobeys West - Retail	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	Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	Sofina Foods - Lilydale	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	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1209	Suncor Energy	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13

ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1233	Tidewater Midstream & Infrastructure	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1228	Tolko Industries	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	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1383	University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
2219	University of Lethbridge	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06

ALBERTA GRIEVANCE AWARDS - Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1236	Various Employers	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith, P.A.	2019-11-18
1224	Waste Management Canada	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	Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1836	Weyerhaeuser	Unifor Local 447	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
2514	Wood Buffalo Regional Library	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1355	Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1109	Alberta Health Services	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1569	Living Waters Catholic Separate School Division	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
1745	Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1815	City of Edmonton - Transit	ATU Local 569	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1812	City of Calgary	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	City of Calgary	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1110	Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	Alberta Health Services - GSS	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	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1382	Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1118	Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
1039	Chantelle Management - Edith Cavell Care Centre	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

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1054	Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1840	Government of Alberta	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	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1066	Legal Aid Society	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1383	University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1467	Foremost Universal	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
1026	CertainTeed Canada	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
1974	City of Calgary	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	City of Calgary	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1142	ATCO Electric	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	ATCO Electric	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

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
2116	City of Calgary	Carpenters Local 2103	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1142	ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	ATCO Electric	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1975	City of Edmonton	Civic Service Union 52	City of Edmonton (Police Service)	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2091	AECOM Maintenance Contractors	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
1628	Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Contintental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1166	Concordia University College	Concordia University College Faculty Association	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
2514	Wood Buffalo Regional Library	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1744	Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1973	City of Calgary - Inside Workers	CUPE Local 38	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1981	City of Red Deer	CUPE Local 417	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
1123	City of Edmonton	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	City of Edmonton	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	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	City of Edmonton	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1917	Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1111	Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1111	Alberta Health Services - PMP/PMT	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	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accommodate	Moreau	2018-01-17
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiation techs	Moreau	2018-03-23
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1463	Canadian Blood Services - Techs	HSAA	Canadian Blood Services Calgary and Edmonton (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1367	Capital Care - PMP/PMT	HSAA	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
2124	City of St. Albert	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
2429	Oilers Entertainment Group	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1854	Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2506	Empire Iron Works	Iron Workers Local 805	Empire iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1464	Northern Weld Arc	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1926	NAIT	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1236	Various Employers	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith, P.A.	2019-11-18
2390	Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1104	Alberta Crane Owners Association	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1878	FirstCanada - Wood Buffalo	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
1225	Neegan Development	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	Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1229	North American Mining	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
1495	Educating & Employing Entities	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
2095	NDT Management Association	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07

ALBERTA GRIEVANCE AWARDS - Union

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

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1354	Alberta Distillers	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1435	Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
1300	Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1100	Sobeys Capital - Retail Support Centre	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	Sobeys West - Retail	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	Sobeys West - Retail	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	Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	Sofina Foods - Lilydale	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	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1944	Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	Alberta Health Services	UNA	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26

ALBERTA GRIEVANCE AWARDS - Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1167	Brenda Strafford Foundation - Clifton Manor	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1259	Canadian Blood Services	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	Canadian Blood Services	UNA	Canadian Blood Services (Edmonton ad Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1263	Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1253	Extendicare (Canada) - Athabasca	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1163	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1525	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1353	Labatt Alberta Brewery	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1224	Waste Management Canada	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

ALBERTA GRIEVANCE AWARDS - Union

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

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2219	University of Lethbridge	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1167	Brenda Strafford Foundation - Clifton Manor	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1745	Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1628	Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1815	City of Edmonton - Transit	ATU Local 569	City of Edmonton	ATU Local 569	Grievance - Grounds for cognitive testing of transit operators as part of a driver safety policy	Asbell	2018-08-27
1367	Capital Care - PMP/PMT	HSAA	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1840	Government of Alberta	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
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1163	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1118	Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
2390	Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
2429	Oilers Entertainment Group	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22

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

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1974	City of Calgary	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1812	City of Calgary	ATU Local 583	Corporation of the City of Calgary	ATU Local 583	Grievor - Termination for sexual harassment	Casey	2019-12-16
1225	Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1225	Neegan Development	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	Sofina Foods - Lilydale	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	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1017	Sobeys West - Retail	UFCW Local 401	Sobey's West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Dismissal for theft of Starbucks and grocery store products. Was discharge justified.	Chankasingh	2017-09-05
1110	Alberta Health Services - GSS	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	Red Deer Advocate	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1478	Kawneer Company Canada	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29
1305	Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1878	FirstCanada - Wood Buffalo	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
1981	City of Red Deer	CUPE Local 417	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
1477	Federated Co-Operatives	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	First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1026	CertainTeed Canada	Boilermakers Local D345	CertainTeed Gypsum Canada Inc.	Cement, Lime, Gypsum & Allied Workers, Division of Boilermakers Local D345	Grievor - Dismissal for altering and therefore misrepresenting air quality testing data being collected by the employer	Hodges	2017-02-10
1467	Foremost Universal	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
1259	Canadian Blood Services	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	Alberta Health Services	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	Labatt Alberta Brewery	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1123	City of Edmonton	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	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1123	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1109	Alberta Health Services	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1132	AltaSteel	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1323	Canadian Blood Services	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1123	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1111	Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1142	ATCO Electric	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1569	Living Waters Catholic Separate School Division	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	ATCO Electric	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1066	Legal Aid Society	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
2514	Wood Buffalo Regional Library	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
2219	University of Lethbridge	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1944	Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1111	Alberta Health Services - PMP/PMT	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	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accommdate	Moreau	2018-01-17

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2258	Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
1111	Alberta Health Services - PMP/PMT	HSAА	Alberta Health Services	HSAА	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1355	Calgary Laboratory Services	HSAА	Calgary Laboratory Services	HSAА (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1463	Canadian Blood Services - Techs	HSAА	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	HSAА	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1110	Alberta Health Serices - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Reporting to work late, culminating incident	Moreau	2018-06-26
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1854	Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1382	Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1110	Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1383	University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitement to standby pay	Moreau	2020-03-10
1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
2086	Calgary Co-Op	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1166	Concordia University College	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	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1143	ATCO Structures & Logistics - Barge Landing	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1840	Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1975	City of Edmonton	Civic Service Union 52	City of Edmonton (Police Service)	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1100	Sobeys Capital - Retail Support Centre	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	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
2506	Empire Iron Works	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	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1224	Waste Management Canada	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

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1228	Tolko Industries	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	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1488	Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1300	Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1263	Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1123	City of Edmonton	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1745	Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
2184	Dene West - Albian Sands Village	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2116	City of Calgary	Carpenters Local 2103	City of Calgary	Alberta Regional Council of Carpenters and Allied Workers Local Union 2103	Grievance - Closure of carpentry shop	Sims	2019-02-20
1142	ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2242	ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1836	Weyerhaeuser	Unifor Local 447	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
1253	Extendicare (Canada) - Athabasca	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1209	Suncor Energy	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
2306	First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
1109	Alberta Health Services	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	ATCO Electric	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	Educating & Employing Entities	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	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1111	Albeta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1236	Various Employers	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith, P.A.	2019-11-18
1096	Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith, P.A.	2020-03-19

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1054	Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1039	Chantelle Management - Edith Cavell Care Centre	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	Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
2124	City of St. Albert	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1917	Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1110	Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1142	ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1435	Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24
2258	Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
1974	City of Calgary	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1123	City of Edmonton	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
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1926	NAIT	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1464	Northern Weld Arc	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievor - Discharge for failing to carry out proper food safety inspections and for failing to accept responsibility for conduct	Wallace	2018-12-12
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1111	Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1744	Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21

ALBERTA GRIEVANCE AWARDS - Arbitrator

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
2095	NDT Management Association	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1096	Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc. Edmonton	Unifor Local 777	Grievor - Improper awarding of posted position	Beattie	2017-01-18
1467	Foremost Universal	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	Alberta Health Services - PMP/PMT	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
1225	Neegan Development	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	ATCO Electric	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	CertainTeed Canada	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	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1259	Canadian Blood Services	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1477	Federated Co-Operatives	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	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1109	Alberta Health Services	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	Sobeys Capital - Retail Support Centre	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	Sofina Foods - Lilydale	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	Tolko Industries	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1123	City of Edmonton	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	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1142	ATCO Electric	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	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1495	Educating & Employing Entities	Professional Association of Resident Physicians of Alberta	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	Sobeys West - Retail	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	Alberta Health Services - GSS	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	Alberta Crane Owners Association	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1123	City of Edmonton	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	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1123	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
2306	FirstCanada - Branch 34040	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accomodate	Moreau	2018-01-17
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
1525	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
2258	Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1488	Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23
1300	Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1263	Covenant Health	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1123	City of Edmonton	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1109	Alberta Health Services	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1355	Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1463	Canadian Blood Services - Techs	HSAA	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1628	Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Contintental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1926	NAIT	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
1464	Northern Weld Arc	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constuctive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19

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

ALBERTA GRIEVANCE AWARDS - Date of Decision

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1054	Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1905	OEM Remanuacturing	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	Capital Care - PMP/PMT	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	AltaSteel	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1111	Albeta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1229	North American Mining	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	Government of Alberta	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	Empire Iron Works	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	Legal Aid Society	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1812	City of Calgary	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	Chantelle Management - Edith Cavell Care Centre	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	Concordia University College	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	Sobeys West - Retail	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	Alberta Health Services	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	Labatt Alberta Brewery	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1323	Canadian Blood Services	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1854	Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
1143	ATCO Structures & Logistics - Barge Landing	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.)	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30

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

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

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

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

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2095	NDT Management Association	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
2258	Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
1305	Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
2306	First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
1383	University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1974	City of Calgary	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1096	Air Liquide Canada	Unifor Local 777	Air Liquide Canada Inc.	Unifor Local 777	Grievor - Employer's obligation to train	Smith, P.A.	2020-03-19
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
2390	Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
1975	City of Edmonton	Civic Service Union 52	City of Edmonton (Police Service)	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
2429	Oilers Entertainment Group	IATSE Locak 210	Oilers Entertainment Group	IATSE Locak 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1109	Alberta Health Services	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
1224	Waste Management Canada	Unifor Local 4050	Waste Management Canada Corp.	Unifor Local 4050	Grievor - Grievor was laid off because the employer did not have a position that the grievor could safely perform.	Seveny	2020-05-19

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1878	FirstCanada - Wood Buffalo	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	Living Waters Catholic Separate School Division	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

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

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FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1111	Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12
1111	Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1110	Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievor - Unacceptable work performance	Tettensor	2019-10-28
1110	Alberta Health Services	AUPE	Alberta Health Services	AUPE	Grievance - Preliminary objection mootness	Moreau	2019-12-17
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	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	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	Alberta Union of Professional Employees	Grievor - Inappropriate language and threatening behaviour toward co-worker	Young	2019-09-02
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	Alberta Health Services - GSS	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	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1111	Alberta Health Services - PMP/PMT	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	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accommdate	Moreau	2018-01-17
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiaton techs	Moreau	2018-03-23
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1111	Albeta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1495	Educating & Employing Entities	Professional Association of Resident Physcians 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

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	Alberta Health Services	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1109	Alberta Health Services	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
1132	AltaSteel	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
2258	Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
2258	Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
2242	ARAMARK Remote Workplace Services - MEG Energy Christina Lake Site	UNITE HERE Local 47	ARAMARK Remote Workplace Services Ltd.	UNITE HERE Local 47	Grievance - Pre-dispatch fitness testing remedial award	Sims	2019-10-24
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievors - Submitting to drug and alcohol test after an incident at a remote worksite	Smith	2017-02-10
1142	ATCO Electric	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	ATCO Electric	CEWA	ATCO Electric Ltd.	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	ATCO Electric	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1143	ATCO Structures & Logistics - Barge Landing	UNITE HERE Local 47	ATCO Structures & Logistics Ltd. Barge Landing Lodge	UNITE HERE Local 47	Grievance - Subcontracting sandwich and salad preparation	Ponak	2019-01-26
1745	Athabasca University	Athabasca University Faculty Association	Athabasca University	Athabasca University Faculty Association	Grievance - Term appointments extended rather than creating regular positions	Sims	2018-08-07
1745	Athabasca University	Athabasca University Faculty Association	Athabasca University Board of Governors	Athabasca University Faculty Association	Grievance - Contracting out work	Alexander-Smith	2019-10-03
1926	NAIT	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
2219	University of Lethbridge	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06
1382	Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
2086	Calgary Co-Op	Union of Calgary Co-Operative Employees	Calgary co-Operative Association Limited	Union of Calgary Employees	Grievor - Dismissal of a cashier for allegedly giving away product dishonestly without authority	Ponak	2018-08-12
1355	Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
1259	Canadian Blood Services	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1323	Canadian Blood Services	UNA	Canadian Blood Services (Edmonton and Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1463	Canadian Blood Services - Techs	HSAA	Canadian Blood Services Calgary and Edmonto (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1488	Canadian Forest Products	Unifor Local 446	Canadian Forest Products Ltd.	Unifor Local 446	Grievor - Suspension and termination for a lockout violation	Sims	2018-02-23

ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

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

ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

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

ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1263	Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2184	Dene West - Albian Sands Village	UNITE HERE Local 47	Dene West Limited Partnership by its General Partner Great West Catering	UNITE HERE Local 47	Grievor - Status as a Chef/ Manager or First Cook	Sims	2018-08-27
1039	Chantelle Management - Edith Cavell Care Centre	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
1123	City of Edmonton	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	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
2506	Empire Iron Works	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	Extendicare (Canada) - Athabasca	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09
1477	Federated Co-Operatives	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
1878	FirstCanada - Wood Buffalo	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
2306	First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09

ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2051	First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1744	Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07
1163	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1054	Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1163	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1840	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13
1840	Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1840	Government of Alberta	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
1383	University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1525	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1478	Kawneer Company Canada	Unifor Local 99	Kawneer Company Canada Ltd.	Unifor Local 99	Grievor - Failure to wear personal protective equipment	Chankasingh	2019-10-29

ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1353	Labatt Alberta Brewery	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1305	Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1066	Legal Aid Society	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1569	Living Waters Catholic Separate School Division	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
1236	Various Employers	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon	Boilermakers Local 146	Grievance - Payment for orientations	Smith, P.A.	2019-11-18
1225	Neegan Development	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	Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1229	North American Mining	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	Northern Weld Arc	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18
1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
2429	Oilers Entertainment Group	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.)	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1917	Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10

ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1300	Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
1100	Sobeys Capital - Retail Support Centre	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	Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1017	Sobeys West - Retail	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	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	Sobeys West - Retail	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
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1430	Sofina Foods - Lilydale	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
1104	Alberta Crane Owners Association	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08

ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1209	Suncor Energy	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Whether failure to carry out duties warrants discipline	Sims	2020-01-13
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Dismissal for dishonesty and abuse of sick leave	Price	2018-02-28
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievor - Was dismissal justified for safety violation	Yingst-Bartel	2019-08-11
1209	Suncor Energy - Oilsands	Unifor Local 707A	Suncor Energy Inc.	Unifor Local 707A	Grievance - Contracting out	Casey	2019-11-21
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
2095	NDT Management Association	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
1233	Tidewater Midstream & Infrastructure	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24
1228	Tolko Industries	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	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31
1467	Foremost Universal	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
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievor - Tenured employee discharged for dishonesty and breach of trust	Sims	2018-01-17
2218	University of Alberta	Association of the Academic Staff of the University of Alberta	University of Alberta	Association of the Academic Staff of the University of Alberta	Grievance - Inclusion of Department Chair Stipend in Base Salary	Ponak	2018-12-31

ALBERTA GRIEVANCE AWARDS - Style of Cause Employer

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
1224	Waste Management Canada	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	Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnik	2019-05-10
1836	Weyerhaeuser	Unifor Local 447	Weyerhaeuser Canada	Unifor Local 447	Grievance - Whether reasonable cause existed for drug testing four employees	Sims	2019-11-28
2514	Wood Buffalo Regional Library	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07

ALBERTA GRIEVANCE AWARDS - Style of Cause Union

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

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1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievance - Job security as result of restructuring	Wallace	2017-04-19
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Employer refusal to rescind resignation - Grievance untimely	Wallace	2018-01-03
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Competition grievance - Grievor failed to attend arbitration hearings	Moreau	2018-10-03
1364	Alberta Health Services - ANC	AUPE	Alberta Health Services	AUPE	Grievor - Unprofessional behaviour with patients and co-workers	Wallace	2019-04-02
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Discharged for disclosing a patient's confidential health information	Chankasingh	2017-07-19
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Salary from merging collective agreement to receiving collective agreement	McFetrdge	2017-08-03
1110	Alberta Health Services - GSS	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	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Communications and interactions with patients and co-workers	Kanee	2019-05-01
1110	Alberta Health Services - GSS	AUPE	Alberta Health Services	AUPE	Grievor - Pay rate for red-circled employees	Tettensor	2019-08-16
1054	Good Samaritan Society - Multi Facility	AUPE	Good Samaritan Society	AUPE	Grievor - Improper care of resident and failure to report the incident appropriately	Tettensor	2018-09-04
1840	Government of Alberta	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	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Off duty conduct and criminal conviction	Price	2019-05-08
1840	Government of Alberta	AUPE	Government of Alberta	AUPE	Grievor - Dismissal for accessing and releasing confidential information	Price	2019-09-13

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1840	Government of Alberta	AUPE	Government of Alberta (Justice & Solicitor General)	AUPE	Grievor - Deliberate disclosure of an inmate's confidential information to another inmate	Ponak	2019-12-01
1066	Legal Aid Society	AUPE	Legal Aid Alberta	AUPE	Grievance - Employer monitoring procedures such as audio recordings and screen captures	Kanee	2018-11-18
1382	Brenda Strafford Foundation - Clifton Manor	AUPE	Brenda Strafford Foundation (Clifton Manor)	AUPE Local 048 Chapter 017	Grievor - Sleeping on duty	Moreau	2019-05-21
1383	University of Calgary	AUPE	Governors of the University of Calgary	AUPE Local 052	Grievor - Entitlement to standby pay	Moreau	2020-03-10
1039	Chantelle Management - Edith Cavell Care Centre	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
1118	Capital Care - ANC	AUPE	Capital Care Group Inc.	AUPE Local 49	Grievor - Making inappropriate comments	Asbell	2020-02-07
1467	Foremost Universal	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
1236	Various Employers	National Maintenance Council	Melloy Industrial Services Inc., Lorneville Mechanical Contractors Ltd., and Aecon Industrial West	Boilermakers Local 146	Grievance - Payment for orientations	Smith, P.A.	2019-11-18
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	Calgary Civic Employees Local 37 of CUPE	Grievor - Whether dismissal justified for the grievor's actions in not adhering to the employer's respectful workplace policy	Tettensor	2018-08-07
1974	City of Calgary	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Competition grievance. The process used to select the successful candidate was reasonable.	Casey	2019-07-29
1974	City of Calgary	Calgary Police Association	Corporation of the City of Calgary	Calgary Police Association	Grievor - Whether the City if required to pay legal fees	Tettensor	2020-03-11
1142	ATCO Electric	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	ATCO Electric	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

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1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Changes in shift schedule to a fourteen week schedule from a fifteen week schedule	Smith	2018-07-18
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric	Canadian Energy Workers Association	Grievor - Termination of five temporary foreign workers - reduction of staff during economic downturn	Jones	2018-07-20
1142	ATCO Electric	Canadian Energy Workers Association	ATCO Electric Ltd.	Canadian Energy Workers Association	Grievance - Contracting out of underground locate services	Casey	2019-09-03
1026	CertainTeed Canada	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
1142	ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Retroactive pay of promoted employees	Sims	2019-06-24
1142	ATCO Electric	CEWA	ATCO Electric Ltd.	CEWA	Grievor - Termination due to downsizing	Jones	2019-08-21
1142	ATCO Electric	CEWA	ATCO Electric	CEWA	Grievance - Annual vacation calculation	Tettensor	2020-01-11
1975	City of Edmonton	Civic Service Union 52	City of Edmonton (Police Service)	Civic Service Union 52	Grievor - Job competition grievance under a threshold contract provision, where the individual with seniority gets the job if qualified.	Ponak	2020-04-20
1628	Continental Electrical Motor Services (Northern)	CLAC Local 63, Construction	Continental Electric	CLAC Local 63	Grievance - Rest periods when working overtime	Asbell	2018-05-28
1166	Concordia University College	Concordia University College Faculty Association	Concordia University of Edmonton	Concordia University College of Alberta Faculty Association	Grievance - Graduate teaching load	Ponak	2018-12-11
2091	AECOM Maintenance Contractors	CLAC Local 63, Construction	AECOM Maintenance Contractors Ltd.	Construction Workers Union, CLAC Local 63	Grievors - Sleeping on the job	Beattie	2019-08-13
2514	Wood Buffalo Regional Library	CUPE Local 2157-01	Wood Buffalo Regional Library	CUPE Local 2157-01	Grievor - Competition grievance. External candidate selected over internal candidate.	McFetrdge	2019-10-07
1744	Fort McMurray Catholic Board of Education	CUPE Local 2559	Fort McMurray Catholic Board of Education	CUPE Local 2559	Grievor - Discharge for lateness	Yingst-Bartel	2018-07-07

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1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-04-18
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Whether grievor's behaviour created a poisoned work environment	Casey	2018-05-09
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Addendum on remedy and damages to grievor as a result of workplace harassment and discrimination	Casey	2018-06-26
1789	City of Calgary - Outside Workers	CUPE Local 37	Corporation of the City of Calgary	CUPE Local 37	Grievor - Sexual harassment text messages	Casey	2019-05-30
1973	City of Calgary - Inside Workers	CUPE Local 38	Corporation of the City of Calgary	CUPE Local 38	Grievor - Dismissal for photographing and distributing confidential document to some employees	Casey	2018-07-13
1981	City of Red Deer	CUPE Local 417	City of Red Deer	CUPE Local 417	Grievor - Dismissal for getting drunk during working hours and driving home from work drunk	Garden	2019-07-30
1123	City of Edmonton	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	City of Edmonton	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	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Preliminary issue. Accommodation to work modified position	Jones	2018-01-03
1123	City of Edmonton	Edmonton Police Association	City of Edmonton - Edmonton Police Service	Edmonton Police Association	Preliminary remedial award over reassignment of and restrictions placed upon an officer	Sims	2018-04-05
1123	City of Edmonton	Edmonton Police Association	Edmonton Police Service (City of Edmonton)	Edmonton Police Association	Grievor - Accommodation to work modified position	Jones	2019-02-04
1917	Red Deer College	Faculty Association of Red Deer College	Red Deer College	Faculty Association of Red Deer College	Grievance - Restructuring academic departments	Tettensor	2019-09-10
1111	Alberta Health Services	HSA	Alberta Health Services	HSA	Grievor - Abuse of non-compliant and combative patient	Wallace	2019-04-12

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1111	Alberta Health Services	HSAA	Alberta Health Services	HSAA	Grievance - Readily available pay for medical radiation technologists	Jones	2019-04-30
1111	Alberta Health Services - PMP/PMT	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	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - Duty to accommodate	Moreau	2018-01-17
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Classification compensation for medical radiation techs	Moreau	2018-03-23
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievor - The union's request for production of documents from the employer falls within the scope of the grievance	Smith	2018-05-08
1111	Alberta Health Services - PMP/PMT	HSAA	Alberta Health Services	HSAA	Grievance - Payment for attendance at meetings outside employee's scheduled working hours	Smith	2018-10-17
1463	Canadian Blood Services - Techs	HSAA	Canadian Blood Services Calgary and Edmonton (Paramedical Technical Employees)	HSAA	Grievor - Dismissal for false recording of time entry for blood products	Moreau	2018-05-08
1367	Capital Care - PMP/PMT	HSAA	Capital Care Group Inc.	HSAA	Grievor - Termination for making false accusations of harassment, intimidation and bullying against direct supervisor	Asbell	2018-09-25
1355	Calgary Laboratory Services	HSAA	Calgary Laboratory Services	HSAA (Paramedical Technical Employees)	Grievor - Termination for submitting 76 false claims for massage treatments	Moreau	2018-04-10
2429	Oilers Entertainment Group	IATSE Local 210	Oilers Entertainment Group	IATSE Local 210	Grievor - Termination a result of past criminal conviction for sexual interference	Asbell	2020-04-22
1854	Capital Power	IBEW Local 1007	Capital Power	IBEW Local 1007	Grievor - Four day suspension for violating safety provisions	Moreau	2019-01-24
2506	Empire Iron Works	Iron Workers Local 805	Empire Iron Works Ltd.	Iron Workers Local 805	Grievance - Whether the employer improperly reclassified employees which resulted in wage reductions	Price	2018-11-16
1464	Northern Weld Arc	Iron Workers Local 805	Northern Weldarc Ltd.	Iron Workers Local 805	Grievor - Whether failure to report to work results in termination of employment or loss of seniority	Wallace	2018-06-18

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1905	OEM Remanufacturing	CLAC Local 56, Logistics, Manufacturing & Allied Trades	OEM Remanufacturing Company Inc.	Logistics, Manufacturing & Allied Trades Union, CLAC Local 56	Grievance - Arbitrator jurisdiction. Whether the dispute arises out of the collective agreement	Sims	2018-09-17
1426	Red Deer Advocate	Media & Communications Workers Local 30400	Red Deer Advocate (A Division of Back Press Group Ltd.	Media & Communications Workers Local 30400 of America	Grievance - Work reorganization	Chankasingh	2019-01-30
1926	NAIT	NAIT Academic Staff Association	Board of Governors of the Northern Alberta Institute of Technology	NAIT Academic Staff Association	Grievor - Whether termination for assault / horseplay was justified	Wallace	2018-05-28
2390	Aecon Mining	Operating Engineers Local 955	Aecon Mining	Operating Engineers Local 955	Grievor - Just cause to terminate probationary employee	Asbell	2020-03-27
1104	Alberta Crane Owners Association	Operating Engineers Local 955	Sterling Crane	Operating Engineers Local 955	Grievance - Premium pay for operating a luffing jib	Casey	2017-11-08
1878	FirstCanada - Wood Buffalo	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
1225	Neegan Development	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	Neegan Development	Operating Engineers Local 955	Neegan Development Corporation Ltd.	Operating Engineers Local 955	Grievance - Calculation of overtime	Casey	2020-01-20
1229	North American Mining	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
1495	Educating & Employing Entities	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
2095	NDT Management Association	Quality Control Council of Canada	Superheat Canada Inc.	Quality Control Council of Canada	Grievance - Preliminary award - overtime meals - scope of grievance	Yingst-Bartel	2020-02-07
2124	City of St. Albert	IAFF Local 2130	City of St. Albert	St. Albert Fire Fighters Union IAFF Local 2130	Grievance - Sick leave and LTD policy grievance	Tettensor	2019-05-24
1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd. High Level Lumber Division	Steelworkers Local 1-207	Grievor - Consent Award	Jones	2017-07-31

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1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Grievor - Rate of compensation as an apprentice	Norrie	2018-07-26
1228	Tolko Industries	Steelworkers Local 1-207	Tolko Industries Ltd.	Steelworkers Local 1-207	Employer grievance concerning repayment of apprenticeship costs	Abells	2018-10-19
1223	SunHills Mining - Highvale Mine	Steelworkers Local 1595	SunHills Mining LP	Steelworkers Local 1595	Grievance - Discontinuation of hot change practice by employer	Sims	2018-02-12
1132	AltaSteel	Steelworkers Local 5220	AltaSteel Ltd.	Steelworkers Local 5220	Grievor - Discharge for threatening employee with knife	Jones	2018-09-27
2258	Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Termination for providing false information to the employer in relation to the testing of company product	Moreau	2018-02-02
2258	Apel Extrusions	Steelworkers Local 6034	Apel Extrusions Limited	Steelworkers Local 6034	Grievor - Dismissal for workplace safety operator error	Tettensor	2020-02-10
2306	First Canada - Branch 34040	Teamsters Local 362	First Canada ULC o/a First Student Canada	Teamsters Local 362	Grievance - Seniority and displaced drivers	Sims	2020-03-09
2306	FirstCanada - Branch 34040	Teamsters Local 362	Cardinal Coach Lines ULC	Teamsters Local 362	Grievance - Compensation for driving home to school routes	Casey	2018-01-03
1305	Lafarge Canada - Ready Mix	Teamsters Local 362	Lafarge Canada Inc.	Teamsters Local 362	Grievance - Overpayment of wages	Francis	2020-02-14
1477	Federated Co-Operatives	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	First Canada - Branch 31720	Teamsters Local 987	First Canada ULC, Branch 31720	Teamsters Local 987	Grievor - Just cause for termination or lesser penalty appropriate	Gunn	2020-01-15
1354	Alberta Distillers	UFCW Local 401	Alberta Distillers Limited	UFCW Local 1118	Grievance - Improper work schedules	Beattie	2019-07-15
1435	Cargill	UFCW Local 401	Cargill Limited	UFCW Local 1118	Grievor - Termination for abusing the employee meat order program benefit	Tettensor	2020-01-24

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1300	Richardson Oilseed	UFCW Local 401	Richardson Oilseed Limited	UFCW Local 401	Grievor - Remedies for a lost overtime opportunity	Sims	2018-02-26
1100	Sobeys Capital - Retail Support Centre	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	Sobeys West - Retail	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	Sobeys West - Retail	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	Sobeys West - Retail	UFCW Local 401	Sobeys Inc. - Safeway Operations	UFCW Local 401	Grievor - Attendance and work performance issues	Tettensor	2019-02-18
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. (Safeway Operations)	UFCW Local 401	Grievance - Changing posted work schedules	Wallace	2019-04-17
1017	Sobeys West - Retail	UFCW Local 401	Sobeys West Inc. - Safeway Operations	UFCW Local 401	Grievor - Disciplinary action for taking excessive breaks	Chankasingh	2019-09-26
1430	Sofina Foods - Lilydale	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	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Preliminary objection - timeliness	Yingst-Bartel	2019-01-21
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Food Inc.	UFCW Local 401	Grievance - Preliminary award on delay in the selection and confirmation of an arbitrator	Ponak	2019-03-17
1430	Sofina Foods - Lilydale	UFCW Local 401	Sofina Foods Inc.	UFCW Local 401	Grievance - Scheduling grievance and grievor transferred to different department	Yingst-Bartel	2019-04-08
1944	Westfair Foods - Real Canadian Superstore	UFCW Local 401	Westfair Foods	UFCW Local 401	Grievance - Scheduling of hours for part time employees	Melnyk	2019-05-10
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Warning for lateness upheld for failure to notify employer within reasonable time limit	Wallace	2017-03-24
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievors - Lieu time for union business	Jones	2017-07-10
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Discipline and discharge for numerous errors by grievor that impacted patient safety	Kanee	2018-03-12
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Failure of employer to pay educational allowance	Jolliffe	2018-10-09
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Should grievor's conduct be excused due to provocation	Asbell	2019-01-14
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Patient abuse	Jolliffe	2019-02-05
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Unprofessional behaviour toward co-worker	Wilson	2019-10-01
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Requirement for employer to fill vacancies from within the bargaining unit	Oviatt	2019-10-23
1109	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievor - Whether cancellation of casual shifts was disciplinary	Tettensor	2020-03-26
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services	UNA	Grievance - Pay for attending OHS Committee meetings	Jones	2020-06-05
1253	Extendicare (Canada) - Athabasca	UNA	Extendicare Athabasca	UNA	Grievance - Nursing coverage and the <i>Nursing Homes Act</i>	Sims	2019-12-09

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1163	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievance - Letter of understanding over pension deductions and contributions	Sims	2017-12-13
1163	Good Samaritan Society - Multi Facility	UNA	Good Samaritan Society	UNA	Grievor - Breaches and violations of professional and employer standards	Asbell	2019-11-19
1323	Canadian Blood Services	UNA	Canadian Blood Services (Edmonton ad Calgary Centres)	UNA Local 155 and 411	Grievance - Shared accommodations during overnight mobile clinics	Jones	2019-01-22
1167	Brenda Strafford Foundation - Clifton Manor	UNA	Clifton Mnor (a Division of the Brenda Strafford Foundation)	UNA Local 213	Grievor - Discipline and discharge for professional misconduct	Alexander-Smith	2018-07-26
1109	Alberta Health Services	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	Alberta Health Services	UNA	Alberta Health Services (Bow Island Health Centre)	UNA Local 409	Grievor - Employer's refusal to accept the rescinding of a resignation	Jones	2018-04-09
1259	Canadian Blood Services	UNA	Canadian Blood Services	UNA Local 411	Grievor - Discharge for noncompliance with donor screening procedures	Jolliffe	2017-03-28
1263	Covenant Health	UNA	Covenant Health	UNA Local 86	Grievance - Consent award regarding job posting	Sims	2018-03-05
1525	Imperial Oil - Strathcona Refinery	Unifor Local 21A	Imperial Oil (Strathcona Refinery)	Unifor Local 21A	Grievor - Suspension and termination - leaving assigned work area without being relieved	Price	2018-01-31
1353	Labatt Alberta Brewery	Unifor Local 250A	Labatt Brewing Company Ltd.	Unifor Local 250A	Grievance - Retiree beer allotment benefit	Jolliffe	2018-12-21
1908	InnVest Hotels - Fairmont Palliser	Unifor Local 4050	Inn Vest Hotels GP	Unifor Local 4050	Grievance - Whether employees working at the Starbucks outlet are bargaining unit members	Asbell	2019-01-28
1224	Waste Management Canada	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
1233	Tidewater Midstream & Infrastructure	Unifor Local 431	Tidewater Midstream & Infrastructure Ltd.	Unifor Local 4301	Grievor - Safety violations and employer progressive discipline policy	Beattie	2020-01-24

ALBERTA GRIEVANCE AWARDS - Style of Cause Union

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

ALBERTA GRIEVANCE AWARDS - Style of Cause Union

FOLIO	EMPLOYER	UNION	STYLE OF CAUSE - EMPLOYER	STYLE OF CAUSE - UNION	GRIEVOR / GRIEVANCE	ARBITRATOR	DATE OF DECISION
2373	SNC Lavalin O&M Logistics - Surmount Residences	UNITE HERE Local 47	SNC Lavalin O&M Logistics Inc.	UNITE HERE Local 47	Grievance - Group Termination	Kanee	2020-04-01
1228	Tolko Industries	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
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Constructive dismissal occurred with the cessation of Meter Exchange work	Casey	2018-06-19
2016	Dataco Utility Services	United Utility Workers Association	Dataco Utility Services Ltd.	United Utility Workers Association	Grievors - Severance pay as remedies	Casey	2019-09-26
2219	University of Lethbridge	University of Lethbridge Faculty Association	Board of Governors of the University of Lethbridge	University of Lethbridge Faculty Association	Grievance - Salary and merit calculation	McFetrdge	2019-11-06