

IN THE MATTER OF AN ARBITRATION

BETWEEN

HYDRO ONE INC.

(“Hydro One”)

and

POWER WORKERS’ UNION

(the “PWU”)

**GRIEVANCE NUMBER: HO-T-3932
Cameron Wallis – Termination**

DEPUTY CHIEF ARBITRATOR: John Stout

APPEARANCES:

For Hydro One:

Daniel McDonald, Norton Rose LLP

For the PWU:

Nick Coleman, Paliare Roland LLP

HEARING HELD IN TORONTO, ONTARIO ON AUGUST 22, 2019

AWARD

[1] This dispute concerns a grievance filed by the PWU on July 12, 2019 alleging that Hydro One dismissed Cameron Wallis (the "Grievor") without just cause.

[2] The Grievor was terminated on July 12, 2019 for alleged misuse of his Hydro One corporate credit card.

[3] Prior to the hearing the parties filed extensive written briefs. The matter proceeded to a hearing before me on August 22, 2019.

[4] At the hearing it was agreed that I could issue an award resolving the grievance and such award would be without prejudice to any other matter and not be used as a precedent in any other proceeding.

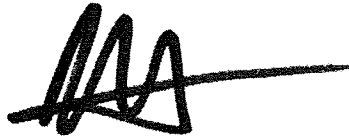
[5] Accordingly, after carefully considering the parties' submissions, I make the following orders:

- The Grievor shall pay Hydro One the amount of \$1,173.19 as full restitution for the improperly charged expenses.
- The Grievor shall be re-instated in his employment effective September 3, 2019, with no loss of seniority.
- The termination letter shall be removed from the Grievor's employment file and replaced with this award, indicating a time served suspension for improper use of the Hydro One corporate credit card. The suspension shall remain on his file in accordance with the Collective Agreement.
- The Grievor shall not have the use of a Hydro One corporate credit card for next two years.
- All expense claims for the Grievor must be claimed by him personally and not on his behalf or on behalf of others for the next two years.

[6] The Grievor has been advised that misuse of Hydro One assets in entirely unacceptable and similar behaviour in the future will result in his termination.

[7] I remain seized to address any issue fairly raised by the grievance and not address in this award, including implementation of my award.

Dated at Toronto, Ontario this 22nd day of August 2019.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

John Stout- Deputy Chief Arbitrator