

IN THE MATTER OF AN ARBITRATION

BETWEEN

HYDRO ONE INC.

(“Hydro One”)

and

POWER WORKERS’ UNION

(the “PWU”)

**GRIEVANCE HO-P-129
(Fit for Duty Policy)**

CHIEF ARBITRATOR: John Stout

APPEARANCES:

For Hydro One:

Daniel R. McDonald – Norton Rose

For the PWU:

Nick Coleman – Paliare Roland

Chris Dassios – General Counsel

HEARINGS HELD BY VIDEOCONFERENCE ON NOVEMBER 25, 2020

INTERIM AWARD

[1] This matter concerns a policy grievance filed by the PWU on August 21, 2020. The dispute between the parties arises from Hydro One implementing a revised Fit for Duty Procedure - SP 0886 R3 - and its corresponding appendices (the "Policy").

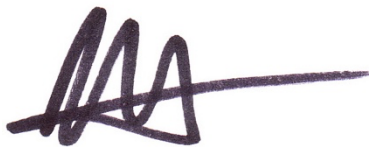
[2] The parties engaged in mediation on November 25, 2020, with a view to resolving their differences or at least focusing the dispute. I commend counsel and the parties for their efforts to try and resolve the dispute.

[3] At this point the PWU has identified a number of areas where they have specific concern with respect to Hydro One's Policy. It has been agreed that the parties will exchange proposals, on a without prejudice basis, with a view to attempting to find common ground or an acceptable resolution. In this regard the following has been agreed:

- The PWU will draft a number of language proposals to address their concerns. These proposals will be provided to Hydro One counsel by January 5, 2021.
- Hydro One will provide a list of what they consider to be safety sensitive or decision critical positions. The list will be provided to PWU Counsel by January 25, 2021.

[4] The parties shall review the above information and meet to discuss, if possible, before the scheduled arbitration hearing date of February 5, 2021. If the issues are not resolved then the arbitration hearing will proceed on February 5, 2021, unless the parties agree otherwise or I otherwise direct. I remain seized.

Dated at Toronto, Ontario this 25th day of November 2020.

A handwritten signature in dark ink, consisting of stylized, overlapping loops and a long horizontal stroke extending to the right.

John Stout- Chief Arbitrator