

IN THE MATTER OF AN ARBITRATION
UNDER THE *LABOUR RELATIONS ACT*

BETWEEN:

SCARBOROUGH HEALTH NETWORK
(the “Hospital/Employer”)

and

ONTARIO PUBLIC SERVICE EMPLOYEES’ UNION
LOCAL 575
(the “Union”)

Grievance of Helen Wong
OPSEU File No. 2023-0575-0003

APPEARANCES

FOR THE EMPLOYER

Greg Power, Counsel
Barbara Rybski, Manager of Labour Relations
Aron Howgate, Human Resources Business Partner
Iva Internicola, Laboratory Manager at Centenary Site

FOR THE UNION

Sarah Khan, Counsel
Wendy Lee, President OPSEU Local 575
Helen Wong, Grievor

HEARING HELD ON December 8, 2025

AWARD

1. The Union filed a grievance on behalf of Helen Wong alleging a breach of Article 17.06 of the collective agreement for failing to fill sick calls in the Core Lab on November 30, 2023.
2. The Hospital currently has no records to support if calls were made to back fill the shifts in questions on that date. The Hospital cannot dispute whether it complied with Article 17.06 in these circumstances but agrees to comply with the article in the future. I order the hospital to comply with Article 17.06.
3. Nothing in this award detracts from the Hospital's position that it has the discretion to determine whether to back fill a sick call or not depending on the circumstances.

Dated this 8th day of December 2025.

"Colin Johnston"

Arbitrator Colin Johnston