

IN THE MATTER OF AN ARBITRATION

BETWEEN

HYDRO ONE INC.

(“Hydro One”)

and

POWER WORKERS’ UNION

(the “PWU”)

GRIEVANCE NUMBER: HO-T-4910

CHIEF ARBITRATOR: John Stout

APPEARANCES:

For Hydro One:

Joseph Cohen-Lyons, Norton Rose Fulbright Canada LLP

For the PWU:

Donald K. Eady, Paliare Roland LLP

Kate Shao, Paliare Roland LLP

HEARING HELD IN TORONTO, ONTARIO ON MARCH 5, 2026

AWARD

[1] This matter concerns the termination of Matthew Guild (the “Grievor”) on September 29, 2025, for alleged failure to comply with terms of the long-term disability plan.

[2] The grievance was referred to mediation pursuant to the expedited provisions found in the Collective Agreement.

[3] The PWU seeks an adjournment based on their inability to communicate with the Grievor. The PWU advises that they made numerous efforts to contact the Grievor without success. The PWU has not heard from the Grievor since May 1, 2025, which was prior to his termination. The Grievor’s phone has been disconnected and the PWU is unaware of the Grievor’s current address.

[4] Hydro One is agreeable to an adjournment, but they seek to have conditions put in place to ensure that the matter is dealt with expeditiously.

Decision

[5] After hearing submissions from counsel, I am adjourning the grievance to April 1, 2026. I direct the PWU to make additional efforts to reach the Grievor by mailing this award to the Grievor’s last known address. If the Grievor does not respond to the PWU and attend at the hearing without good reason, then the grievance shall be dismissed on that date.

[6] I remain seized.

Dated at Toronto, Ontario this 10th day of March 2026.

A handwritten signature in dark ink, appearing to be 'John Stout', written over a horizontal line.

John Stout - Chief Arbitrator