

**IN THE MATTER OF AN EXPEDITED MEDIATION/ARBITRATION
BETWEEN**

HYDRO ONE INC.

(“Hydro One”)

and

POWER WORKERS’ UNION

(the “PWU”)

MONTHLY MEDIATION/ARBITRATION

**GRIEVANCE NUMBERS: HO-T-4896, HO-T-4683, HO-WS-1877, HO-WS-2019,
HO-WS-2141, HO-T-4925, HO-T-4910, HO-T-4714 AND HO-O-342**

CHIEF ARBITRATOR: John Stout

APPEARANCES:

For Hydro One:

Daniel McDonald, Norton Rose Fulbright Canada LLP
Joseph Cohen-Lyons, Norton Rose Fulbright Canada LLP

For the PWU:

Donald K. Eady, Paliare Roland LLP
Kate Shao, Paliare Roland LLP
William Webb, Paliare Roland LLP

HEARING HELD IN TORONTO, ONTARIO ON MARCH 5, 2026

AWARD

1. The parties appeared before me on March 5, 2026 for the monthly grievance mediation/arbitration hearing. Prior to the hearing the parties filed extensive written briefs. Several matters were heard, and this award addresses the following grievances:

HO-T-4896 and HO-T-4683

2. This is a grievance challenging the Grievor's termination. The matter proceeded to arbitration, and a separate award will be issued.

HO-WS-1877 and HO-WS-2019

3. This grievance was adjourned so medical reports could be reviewed and assessed.

HO- WS-2141

4. This grievance concerns an allegation that Hydro One failed to provide a harassment free workplace contrary to the Collective Agreement and the Ontario *Human Rights Code*.

5. The grievance is adjourned to May 6, 2026. The grievance of the alleged harasser (**HO-T-4899**) is to be heard at arbitration on March 13, 2026. If that matter is not resolved at the hearing, an award will be issued prior this matter being heard on May 6, 2026.

HO-T-4925

6. This is a termination grievance that was scheduled for mediation. The matter is adjourned while the PWU seeks instructions from the Grievor on an offer to settle. Should the matter not resolve, it will be scheduled for arbitration.

HO-T-4910

7. This is a termination grievance that was scheduled for mediation. The Grievor did not appear and the PWU requested an adjournment. The adjournment was granted on terms, and a separate award was issued.

HO-T-4714

8. This grievance alleges that Hydro One breached the Collective Agreement by indicating its intention to retrogress the Grievor. The matter was brought before me on October 8, 2024 resulting in interim minutes of settlement. The matter came back on June 10, 2025, and October 27, 2025 and was addressed in the monthly awards. The matter was brought back before me for mediation on March 5, 2025.

9. Despite good faith efforts the parties have been unable to resolve the grievance. Therefore, the matter is to be scheduled for arbitration. In the meantime, the pay arrangement in place will remain status quo until an award has been issued resolving the grievance.

HO-O-342

10. The Grievor in this matter was terminated on July 16, 2025, for alleged job abandonment. On September 11, 2025 the parties agreed to an interim memorandum of settlement providing for an Independent Medical Examination ("IME"). The Grievor missed drug and alcohol screening related to the IME. Hydro One then terminated the Grievor again. This matter was resolved and the parties signed Minutes of Settlement.

11. I remain seized.

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

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

John Stout - Chief Arbitrator