

**IN THE MATTER OF A MEDIATION/ARBITRATION
BETWEEN**

HYDRO ONE INC.

(“Hydro One”)

and

POWER WORKERS’ UNION

(the “PWU”)

MONTHLY MEDIATION/ARBITRATION

**GRIEVANCE NUMBERS: HO-WS-2022, HO-WS-2047
HO-T-4840, HO-T-4788, HO-T-4768, AND HO-P-157**

CHIEF ARBITRATOR: John Stout

APPEARANCES:

For Hydro One:

Daniel McDonald, 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 APRIL 14, 2025

AWARD

1. The parties appeared before me on April 14, 2025, for the monthly grievance mediation/arbitration hearing. Prior to the hearing the parties filed extensive written briefs. This award addresses the following grievances were addressed at the hearing:

Mediation

HO-WS-2022 and HO-WS-2047

2. Grievance HO-WS-2047 is a claim for long-term disability (LTD) benefits, which have been approved until May 6, 2025. Grievance HO-WS-2022 concerns a request for a transfer out of the Grievor's department as an accommodation.

3. At this point Canada Life is sending a questionnaire to be filled out by the Grievor's physician. Once that process has been completed, the file will be evaluated. Therefore, the matter is adjourned to May 6, 2025.

HO-T-4840

4. This grievance concerns the Grievor's termination.

5. The matter was not resolved, so it will be scheduled for arbitration.

HO-T-4788

6. This grievance concerns a request for accommodation by an employee who suffered a work-related injury and received Workers Safety Insurance Board (WSIB) benefits. Hydro One presented two positions, which the PWU and the Grievor refused. The PWU and the Grievor maintain that the accommodations offered were unreasonable.

7. The matter is to be scheduled for arbitration.

HO-T-4768

8. This grievance concerns a claim for sick pay. Hydro One takes the position that the claim is unsubstantiated.

9. Hydro One is to obtain the TELUS Health file for the disputed claim and share it with the PWU. If the parties can't resolve the issue after reviewing the TELUS Health file, then the matter is to be scheduled for arbitration.

HO-P-157

10. This grievance concerns a grievance alleging that Hydro One's security clearance policy is unreasonable.

11. The PWU will identify the levels of screening that they view as being reasonable. Once that is resolved, then the parties will identify the positions subject to the various levels of screening.

12. I remain seized.

Dated at Toronto, Ontario this 21st day of April 2025

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

John Stout - Chief Arbitrator