

**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-T-4760, HO-WS-2027, HO-T-4456, HO-T-4788

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 MAY 6, 2025

AWARD

1. The parties appeared before me on May 6, 2025, for the monthly grievance mediation/arbitration hearing. Prior to the hearing the parties filed extensive written briefs. This award addresses the following grievances that were mediated:

HO-T-4760

2. This is a termination grievance alleging unjust dismissal and a violation of the Ontario *Human Rights Code* (the “Code”). The matter was originally addressed in my February 18, 2025 award.

3. The Grievor has recently completed an in-patient treatment program. The matter shall be scheduled for mediation on May 14, 2025.

HO-WS-2027

4. This grievance concerns an allegation by the PWU that Hydro One failed to accommodate the Grievor by not permitting her to work from home.

5. After discussion of a prospective litigation plan it was agreed that an independent medical examination would facilitate the timely resolution of the matters in dispute. Hydro One will advise the PWU of a proposed independent medical reviewer and its proposed questions. The PWU will confirm its agreement to same and/or any objections thereto. The independent medical reviewer and questions posed to them will be mutually agreed upon by the parties. Any issues about the appointment of the independent medical reviewer and the proposed questions can be dealt with by a conference call. The parties shall split the cost of the IME

equally. The Grievor's present work arrangements shall be maintained pending the outcome of the IME. The Grievor shall cooperate in the scheduling of the IME and all associated processes inclusive of executing any necessary consents in a timely manner.

HO-T-4788

6. This is a grievance alleging failure to accommodate the Grievor who suffered from a work-related injury.
7. The parties were able to find an interim resolution by agreeing to Minutes of Settlement (MOS).

HO-T-4456

8. This grievance concerns the Grievor's termination for serious criminal off-duty conduct.
9. The parties are exchanging proposals on how they may resolve the grievance.
10. I remain seized.

Dated at Toronto, Ontario this 12th day of May 2025.

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

John Stout - Chief Arbitrator