

**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-4714, HO-WS-2026, HO-WS-2114,
HO-T-4789, HO-WS-2019, HO-CSO-WS-83, HO-WS-2107, HO-P-157,
HO-WS-2022 AND HO-WS-2047**

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 JUNE 10, 2025

AWARD

1. The parties appeared before me on June 10, 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-4714

2. This matter concerns Minutes of Settlement (MOS) signed October 8, 2024. The Grievor is currently being trained in the PST position.

3. The *status quo* shall continue until October 13, 2025, and the matter will be scheduled for the October 27, 2025, hearing date to address any issues that may arise.

HO-WS-2026 & HO-WS-2114

4. This grievance concerns an allegation by the Grievor that she was subject to harassment and gender discrimination by her managers. The Grievor also challenges a one-day suspension and demotion imposed upon her by Hydro One. The Grievor is currently off work on sick leave.

5. A settlement proposal was discussed at mediation. Hydro One will draft a MOS and provide it to the PWU for consideration. If the matter is not resolved, then it may be scheduled for arbitration.

HO-T-4789

6. The grievance was resolved prior to the hearing.

HO-WS-2019

7. I have issued a separate award to address this grievance.

HO-CSO-WS-83

8. This grievance concerns a request for accommodation. The Grievor has been off work since November 2023, and she is currently in receipt of long-term disability (LTD) benefits. It is anticipated that she may return to work in the Fall of 2025. The PWU seeks accommodation in a Customer Service Representative ("CSR") role. Hydro One insists that it is pre-mature to examine accommodated roles. Hydro One is of the view that accommodation need not be addressed until the Grievor is fit to return to work.

9. Once the Grievor is cleared to return to work by her treating physician, then the Grievor shall provide Hydro One Health Services with medical documentation setting out any restrictions that may need accommodation. A return-to-work meeting shall then be scheduled. During the return-to-work meeting, the parties shall discuss any restrictions and accommodations necessary to reintegrate the Grievor into the workplace, including accommodation in a different role if necessary and appropriate.

HO-WS-2107

10. This grievance was resolved prior to the hearing

HO-P-157

11. This is a grievance relating to Hydro One's Reliability Screening Procedure (SP 1975 R4).

12. Hydro One advises that the PWU's submissions of May 13, 2025 had been reviewed and that it sought to provide further written submissions in support of its

position. I am the view that further written submissions will assist the parties in identifying the substantive issues in dispute and ultimately narrowing the scope of this complex litigation.

13. Hydro One shall provide its written submissions on or before the August 12, 2025, hearing date. The PWU may respond to Hydro One's submissions within 45 days of receipt of same. Either party may apply for variance of these timelines.

HO-WS-2022 & HO-WS-2047

14. This grievance concerns allegations of harassment and discrimination. The Grievor remains off work on LTD benefits.

15. The Grievor agrees to execute releases to permit Hydro One's physician to speak with his treating physicians/practitioners to facilitate the Grievor's return to work. When the Grievor is medically able to return to work, then the parties are to schedule a return-to-work meeting, which may include discussion of a workplace restoration process or finding an alternative role.

16. I remain seized.

Dated at Toronto, Ontario this 20th day of June 2025.

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

John Stout - Chief Arbitrator