

Union	Grievance Category	Issue Summary / Outcome
ATU 107	Shift Splitting	The grievance concerned the scheduling of runs, specifically issue of providing 'intact' shifts to Wind-Down Operators (vs. 'splitting' the available shifts). A decision was rendered by the arbitrator. The parties were left to come to an agreement on remedy based on calculations that were provided to the Employer. The parties met and an agreement was reached.
CUPE 5167	Termination / LTD	Employee refused to return to work following denial of LTD. Employer terminated employee. The arbitrator upheld the termination of the employee.
OPSEU 256	Benefits	The grievor was denied payment of physiotherapy that he and his dependant had received. In order to be reimbursed, Manulife had requested additional medical information. The grievance was mediated at arbitration. The grievor was reimbursed and withdrew the grievance.
HPFFA 288	Doc Note/Medical Cert.	This grievance concerned the issue of the Employer not paying for medical notes. This was mediated at arbitration.
HPFFA 288	Benefits	A policy and individual grievance were filed in regards to the City's practice requiring employees to wait one year when adding a spousal dependent (unmarried). The employee was told he had to wait a year before he could add his new dependent. He had also requested the removal of his former spouse at the same time. The grievance was withdrawn at the arbitration hearing.
CUPE 1041	Performance Appraisal	The grievor disputed the rating she received on her annual performance appraisal. A settlement was reached that permitted the grievor to attach a document to her appraisal that detailed her concerns and comments about her appraisal.
CUPE 5167	Termination	The grievor, a temporary employee, was terminated following concerns about his performance at work. There were some procedural issues with the Employer's use of temporary positions. An agreement was reached in which the grievor received a modest financial settlement and withdrew his human rights complaint.
CUPE 5167	Seniority	The grievor claimed that his service and seniority date were incorrectly calculated following a series of employment status changes in the past. A settlement was reached that provided the grievor with the service and seniority date he was seeking.

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ATU 107	Tool allowance	The Union alleged that the Employer cannot change the tool allowance in the Collective Agreement, notwithstanding that the language supports this change. ATU 107 agreed to a settlement offer by the Employer.
CUPE 5167	Termination	The Grievor was terminated. After four days of hearing, the Grievor provided his irrevocable resignation with no money paid to him.
OPSEU 256	Shift Change	Two employees had requested a shift exchange which was denied. The City acknowledged that there was not an operational reason sufficient to deny the requested shift change. Each grievor was paid for time denied.
HPFFA 288	Sick Bank	The issue was the ability of a Fire Fighter being able to accrue their sick bank credit while on LTD. A settlement was reached that allows for the accrual of their sick bank credit while on LTD.
CUPE 1041	Toxic/Poisonous Workplace	The grievor claimed that she was subjected to a poisonous workplace, by her former manager for an extended period of time. The manager is no longer employed by the City and a modest settlement was reached between the parties.
CUPE 5167	Termination	The grievor was terminated due to excessive and repeated absences. The employee grieved that the termination was unjust and discriminatory because her absences were related to illnesses. The grievor was provided a modest financial settlement in exchange for her resignation.
CUPE 5167	Parking	This was a group grievance that was submitted claiming sixteen (16) employees should receive employer paid parking. The collective agreement for CUPE 5167 indicates parking will be provided in accordance with City Policy. Upon review, it was determined that four (4) of the employees were entitled to paid parking based on the City's policy and an offer of settlement was made and ultimately agreed to by the Union.