

CUPE 5167	Termination
<ul style="list-style-type: none"> Grievor was terminated for off duty conduct. Dismissed. 	
CUPE 5167	Termination
<ul style="list-style-type: none"> Grievor was terminated for insubordination. Grievance was settled via consent award at arbitration. Arbitrator acknowledged that the relationship between the Employer and the Grievor was irreparably harmed and did not reinstate the Grievor. Dismissed 	
CUPE 1041	Past Practice
<ul style="list-style-type: none"> Union disputed how stat holiday pay is processed for HPS Supervisors Dismissed 	
CUPE 5167	Termination
<ul style="list-style-type: none"> Grievor terminated for violation of LCA for off duty drug use. Withdrawn 	
CUPE 5167	Termination
<ul style="list-style-type: none"> Union seeking damages from Employer for remarks made in press by city staff and elected officials Dismissed 	
CUPE 1041	Terminations
<ul style="list-style-type: none"> Grievor terminated during probationary period for performance concerns. Dismissed. 	
CUPE 5167	Shift Scheduling
<ul style="list-style-type: none"> Union disputes how shifts were scheduled on weeks that contain a statutory holiday. Settled – Agreement was reached whereby, the process of scheduling employees will remain the same for the 2017 year. Thereafter the scheduling will be done as if it was scheduled overtime. 	
CUPE 5167	Benefits
<ul style="list-style-type: none"> Union sought to have part-time employees that were in temporary full-time positions, entitled to the benefits coverage. The City had a long standing contrary practice. Allowed – the arbitrator determined temporary full time employees are entitled to benefit coverage. 	
ONA Lodges	Influenza Policy
<ul style="list-style-type: none"> The union submitted a policy and individual grievance challenging various aspects of the Employer's policy on Influenza Outbreak and Exclusion policy. Dismissed 	
HPFFA	Benefits
<ul style="list-style-type: none"> Union disputed the City's benefit provider's ability to ask for additional information prior to issuing payment for health benefits. Dismissed 	
HPFFA	Benefits
<ul style="list-style-type: none"> Union disputed the City's benefit provider's ability to ask for additional information prior to issuing payment for dental benefits. Dismissed 	