



STAFF REPORT INFORMATION ONLY

QUARTERLY REPORT: Grievance & Arbitration Activity

Date:	January 29, 2008
To:	Employee & Labour Relations Committee
From:	Executive Director, Human Resources Division
Wards:	All
Reference Number:	

SUMMARY

To provide the quarterly report of grievance and arbitration activity between October 1 and December 31, 2007, for information.

FINANCIAL IMPACT

There are no immediate financial implications in relation to this report.

ISSUE BACKGROUND

Staff has been requested to provide the Employee and Labour Relations Committee quarterly reports on the City's grievance and arbitration activity.

The following is the 4th Quarter:

4th Quarter – October 1, 2007 – December 31, 2007

Total active grievances Step 3 & Arbitration = 1,834

	<u>New Grievances Filed</u>	<u>Resolved Grievances</u>
	<ul style="list-style-type: none"> • 325 at step 3 • 33 at Arbitration 	<ul style="list-style-type: none"> • 87 at Step 3 • 55 at Arbitration
CUPE Local 79	166	73
TCEU Local 416	191	69
TPFFA Local 3888	1	0
Total	358	142

Source: Grievance Tracking System (GTS)

COMMENTS:

As of December 31, 2007, the total number of active grievances is 1,834 (1,433 at step 3 and 401 at arbitration).

Since the introduction of a planned approach to significantly reduce the backlog of grievances at both the step 3 and arbitration stages of *The Grievance Procedure* in February 2003, a total of 4,787 grievances have been resolved.

During the period from October 1, 2007 to December 31, 2007 there were 23 Step 3 hearings and 7 Mediations. There were 12 new Arbitration hearings scheduled for this same period.

CONTACTS:

Bruce Anderson, Director
Employee & Labour Relations

Telephone: (416) 392-5006

Fax: (416) 392-5046

E-mail: banders2@toronto.ca

Dymphna Walko-Channan, Manager (Local 79)

Garth Knox, Manager (Local 416)

Employee & Labour Relations

Telephone: (416) 397-7349

(416) 392-1874

Fax: (416) 392-5046

E-mail: dwalcoc@toronto.ca

gknox@toronto.ca

Brigitte Hohn
Executive Director, Human Resources