M TORONTO

STAFF REPORT
INFORMATION ONLY

QUARTERLY REPORT: Grievance & Arbitration Activity

Date:	May 12, 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 January 1 and March 31, 2008, 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 1st Quarter:

1st Quarter – January 1, 2008 – March 31, 2008 Total active grievances Step 3 & Arbitration = 1,849		
	New Grievances Filed • **157 at Step 3** • **46 at Arbitration**	**Resolved Grievances** • **107 at Step 3** • **67 at Arbitration**
CUPE Local 79	113	89
TCEU Local 416	89	70
TPFFA Local 3888	1	15
Total	203	174

Source: Grievance Tracking System (GTS)

COMMENTS:

As of December 31, 2007, the total number of active grievances is 1,849 (1,438 at Step 3 and 411 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 4,961 grievances have been resolved.

During the period from January 1, 2008 to March 31, 2008 there were 30 Days of Step 3 hearings and 8 days of Mediation. There were 11 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: dwalkoc@toronto.ca
gknox@toronto.ca

_____
Brigitte Hohn
Executive Director, Human Resources