



## STAFF REPORT INFORMATION ONLY

### QUARTERLY REPORT: Grievance & Arbitration Activity

<b>Date:</b>	August 18, 2008
<b>To:</b>	Employee & Labour Relations Committee
<b>From:</b>	Executive Director, Human Resources Division
<b>Wards:</b>	All
<b>Reference Number:</b>	

#### **SUMMARY**

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To provide the quarterly report of grievance and arbitration activity between April 1 and June 30, 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 2nd Quarter:

**2nd Quarter – April 1, 2008 – June 30, 2008**

Total active grievances Step 3 &amp; Arbitration = 1,849

	<u>New Grievances Filed</u>	<u>Resolved Grievances</u>
	<ul style="list-style-type: none"> <li>• 247 at Step 3</li> <li>• 50 at Arbitration</li> </ul>	<ul style="list-style-type: none"> <li>• 151 at Step 3</li> <li>• 52 at Arbitration</li> </ul>
CUPE Local 79	134	106
TCEU Local 416	162	97
TPFFA Local 3888	1	0
Total	297	203

*Source: Grievance Tracking System (GTS)***COMMENTS:**

As of June 30, 2008, the total number of active grievances is 1,919 (1,504 at Step 3 and 415 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 5,164 grievances have been resolved.

During the period from April 1, 2008 to June 30, 2008 there were 42 Days of Step 3 hearings and 15 days of Mediation. There were 27 new Arbitration hearings scheduled for this same period.

**CONTACTS:**

Michael Wiseman, Acting Director  
Employee & Labour Relations

Telephone: (416) 397-9905

Fax: (416) 392-5046

E-mail: [mwiseman@toronto.ca](mailto:mwiseman@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](mailto:dwalkoc@toronto.ca)  
[gknox@toronto.ca](mailto:gknox@toronto.ca)

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Bruce Anderson  
Executive Director, Human Resources