



## STAFF REPORT INFORMATION ONLY

### QUARTERLY REPORT: Grievance & Arbitration Activity

<b>Date:</b>	October 22, 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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The quarterly report of grievance and arbitration activity, between July 1 to September 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 3rd Quarter:

**3rd Quarter – July 1, 2008 – September 30, 2008**

Total active grievances Step 3 &amp; Arbitration = 1,906

	<b><u>New Grievances Filed</u></b>	<b><u>Resolved Grievances</u></b>
	<ul style="list-style-type: none"><li>• 182 at Step 3</li><li>• 71 at Arbitration</li></ul>	<ul style="list-style-type: none"><li>• 109 at Step 3</li><li>• 73 at Arbitration</li></ul>
CUPE Local 79	97	47
TCEU Local 416	156	132
TPFFA Local 3888	0	3
Total	253	182

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

As of September 30, 2008, the total number of active grievances is 1,906 (1,478 at Step 3 and 428 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 5,346 grievances have been resolved.

During the period from July 1, 2008 to September 30, 2008 there were 10 Days of Step 3 hearings and 3 days of Mediation. There were 4 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 L. Anderson  
Executive Director, Human Resources