



STAFF REPORT INFORMATION ONLY

QUARTERLY REPORT: Grievance & Arbitration Activity

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| Date: | February 6, 2009 |
| 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 to December 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 4th Quarter:

4th Quarter – October 1, 2008 – December 31, 2008

Total active grievances Step 3 & Arbitration = 1,940

| | <u>New Grievances Filed</u> | <u>Resolved Grievances</u> |
|---------------------|--|--|
| | <ul style="list-style-type: none"> • 166 at Step 3 • 93 at Arbitration | <ul style="list-style-type: none"> • 106 at Step 3 • 65 at Arbitration |
| CUPE Local 79 | 116 | 103 |
| TCEU Local 416 | 141 | 68 |
| TPFFA Local 3888 | 2 | |
| Total | 259 | 171 |

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

As of December 31, 2008, the total number of active grievances is 1,940 (1,471 at Step 3 and 469 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 5,517 grievances have been resolved.

During the period from October 1, 2008 to December 31, 2008 there were 18 Days of Step 3 hearings and 10 days of Mediation. There were 17 new Arbitration hearings scheduled for this same period.

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