



STAFF REPORT INFORMATION ONLY

QUARTERLY REPORT: Grievance & Arbitration Activity

Date:	May 22, 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 January 1 to March 31, 2009 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 – March 31, 2009

Total active grievances Step 3 & Arbitration = 1,932

	<u>New Grievances Filed</u>	<u>Resolved Grievances</u>
	<ul style="list-style-type: none">• 138 at Step 3• 14 at Arbitration	<ul style="list-style-type: none">• 94 at Step 3• 66 at Arbitration
CUPE Local 79	87	70
TCEU Local 416	64	90
TPFFA Local 3888	1	
Total	152	160

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

As of March 31, 2009 the total number of active grievances is 1,932 (1514 at Step 3 and 418 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 5,677 grievances have been resolved.

During the period from January 1 to March 31, 2009 there were 24 days of Step 3 hearings and 10 days of Mediation. There were 19 new Arbitration hearings scheduled for this same period.

CONTACTS:

Jim Vair, Director
Employee & Labour Relations

Telephone: (416) 392-5006

Fax: (416) 392-5046

E-mail: jvair@toronto.ca

Jayne Allan, Manager (Local 79)
Issie Berger, Manager (Local 416)
Employee & Labour Relations

Telephone: (416) 392-0617
(416) 392-4204

Fax: (416) 392-5046

E-mail: jallan@toronto.ca
iberger@toronto.ca

Bruce Anderson
Executive Director, Human Resources