



STAFF REPORT INFORMATION ONLY

Grievance & Arbitration Activity – Quarterly Report, 2009

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| Date: | November 10, 2009 |
| To: | Employee & Labour Relations Committee |
| From: | Executive Director, Human Resources |
| Wards: | All |
| Reference Number: | |

SUMMARY

The purpose of this report is to provide the quarterly grievance and arbitration activity from July 1 to September 30, 2009.

FINANCIAL IMPACT

There are no immediate financial implications in relation to this report.

ISSUE BACKGROUND

Staff have been requested to provide the Employee and Labour Relations Committee quarterly reports on the City’s grievance and arbitration activity.

The following is the third quarter.

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|--|---|---|
| 3rd Quarter - July 1, 2009 to September 30, 2009 | | |
| Total active grievances at Step 3 and Arbitration = 2,107 | | |
| | <u>New Grievances Filed</u> | <u>Resolved Grievances</u> |
| | <ul style="list-style-type: none"> • 100 at Step 3 • 9 at Arbitration | <ul style="list-style-type: none"> • 19 at Step 3 • 10 at Arbitration |
| CUPE Local 79 | 64 | 16 |
| TCEU Local 416 | 45 | 13 |
| TPFFA Local 3888 | 0 | 0 |
| Total | 109 | 29 |

COMMENTS

As of September 30, 2009, the total number of active grievances is 2,107 (1,685 at Step 3 and 422 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 5,788 grievances have been resolved.

During the period from July 1, 2009 to September 30, 2009 there were 10 days of Step 3 hearings and 1 day of Mediation. There were 11 new Arbitration hearings scheduled for this same period.

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SIGNATURE

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