



## STAFF REPORT INFORMATION ONLY

### QUARTERLY REPORT: Grievance & Arbitration Activity

<b>Date:</b>	April 16, 2010
<b>To:</b>	Employee and Labour Relations Committee
<b>From:</b>	Executive Director, Human Resources
<b>Wards:</b>	All
<b>Reference Number:</b>	

### SUMMARY

The purpose of this report is to provide the quarterly grievance and arbitration activity from January 1 to March 31, 2010.

### 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 first quarter.

<b>1<sup>st</sup> Quarter - January 1, 2010 to March 31, 2010</b>		
Total active grievances at Step 3 and Arbitration = 2,128		
	<b><u>New Grievances Filed</u></b>	<b><u>Resolved Grievances</u></b>
	<ul style="list-style-type: none"> <li>• 148 at Step 3</li> <li>• 44 at Arbitration</li> </ul>	<ul style="list-style-type: none"> <li>• 123 at Step 3</li> <li>• 60 at Arbitration</li> </ul>
CUPE Local 79	137	65
TCEU Local 416	55	118
TPFFA Local 3888	0	0
Total	192	183

## COMMENTS

As of March 31, 2010, the total number of active grievances is 2,128 (1,742 at Step 3 and 386 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 6,114 grievances have been resolved.

During the period from January 1, 2010 to March 31, 2010 there were 7 days of mediation. A new initiative has recently been launched by the Employee and Labour Relations section [along with CUPE Local 79 and TCEU Local 416, CUPE] to move towards a reduction in the number of outstanding Step 3 grievances. To date, a further 49 mediation dates are being scheduled for the balance of 2010. In addition, all parties will be undertaking a detailed review of long-standing grievances in order to reduce the number of outstanding grievances at Step 3.

## CONTACTS

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