



## STAFF REPORT ACTION REQUIRED

### QUARTERLY REPORT: Grievance & Arbitration Activity

<b>Date:</b>	July 21, 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 April 1 to June 30, 2010.

#### RECOMMENDATION

**It is recommended that:**

1. the Quarterly Report: Grievance & Arbitration Activity, be received for information.

#### 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 second quarter.

<b>2<sup>nd</sup> Quarter - April 1, 2010 to June 30, 2010</b>		
Total active grievances at Step 3 and Arbitration = 2,120		
	<u><b>New Grievances Filed</b></u>	<u><b>Resolved Grievances</b></u>
	<ul style="list-style-type: none"> <li>• 139 at Step 3</li> <li>• 49 at Arbitration</li> </ul>	<ul style="list-style-type: none"> <li>• 122 at Step 3</li> <li>• 43 at Arbitration</li> </ul>
CUPE Local 79	109	83
TCEU Local 416	78	82
TPFFA Local 3888	1	0
Total	188	165

## COMMENTS

As of June 30, 2010, the total number of active grievances is 2,120 (1,730 at Step 3 and 390 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 6,279 grievances have been resolved.

During the period from April 1, 2010 to June 30, 2010 there were 10 days of mediation. An initiative was launched in early 2010 by the Employee and Labour Relations section [along with CUPE Local 79 and TCEU Local416, CUPE] to move towards a reduction in the number of outstanding Step 3 grievances. A further 22 mediation dates are scheduled for the balance (second half) of 2010 [in addition to the 18 dates already held in the first half of 2010]. In addition, all parties are 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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