

Grievance Summary Report: End of Year 2020

Date: August 31, 2021

To: General Government and Licensing Committee

From: Chief People Officer

Wards: All

SUMMARY

This report provides a summary and analysis of grievance and arbitration activity for the twelve months of January 1, 2020 to December 31, 2020.

At the end of 2020, the number of open grievances was 1,991, a 20% increase compared to 1,659 in 2019. When compared to the 2009 peak of 3,405 (following a six-week labour disruption), the open grievances in 2020 were still 42% lower. Both the number of new grievances and the number of resolved grievances showed a decline in 2020 with the rate of decrease in resolved cases higher than that of the new cases, which resulted in a net increase in open grievances.

The total number of open grievances grew in 2020 primarily due to cancellations of grievance meetings as a result of the COVID-19 pandemic. During the pandemic, it was agreed by the parties (the City and Unions) to only address matters that were time-sensitive while the City focused on response and recovery efforts.

RECOMMENDATIONS

The Chief People Officer recommends that:

1. The General Government and Licensing Committee receive this report for information.

FINANCIAL IMPACT

There are no financial implications arising from the approval of this report.

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the financial implications.

DECISION HISTORY

The Chief People Officer is required to submit a comprehensive Grievance Summary Report to the General Government and Licensing Committee annually. This report covers the reporting period of January 1, 2020 to December 31, 2020.

The last report was submitted to the General Government and Licensing Committee at its meeting of September 14, 2020.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.GL15.22>

COMMENTS

All collective agreements in Ontario are required to have a provision regarding the filing and arbitration of grievances. Grievances often result from differences between the employer and the union as to the proper interpretation of the collective agreement, or a dispute over the level of discipline for employees. A resolution to a grievance depends on whether the union and management will accept a compromise.

A contextual approach is necessary to understand the dynamics of any given work location and the underlying issues resulting in grievances.

For example, the largest category of grievances relates to discipline. Discipline, once imposed by the employer, rarely goes unchallenged by the employee. Another significant area of grievance activity is classified as "Harassment/Discrimination". These grievances are filed when someone feels the City's Anti-Harassment and Discrimination Policy has been violated, either by members of the public, colleagues or management. While the grievances are filed against the City (as the party to the collective agreement), it does not necessarily mean that an employee feels they were harassed or discriminated against by a member of management.

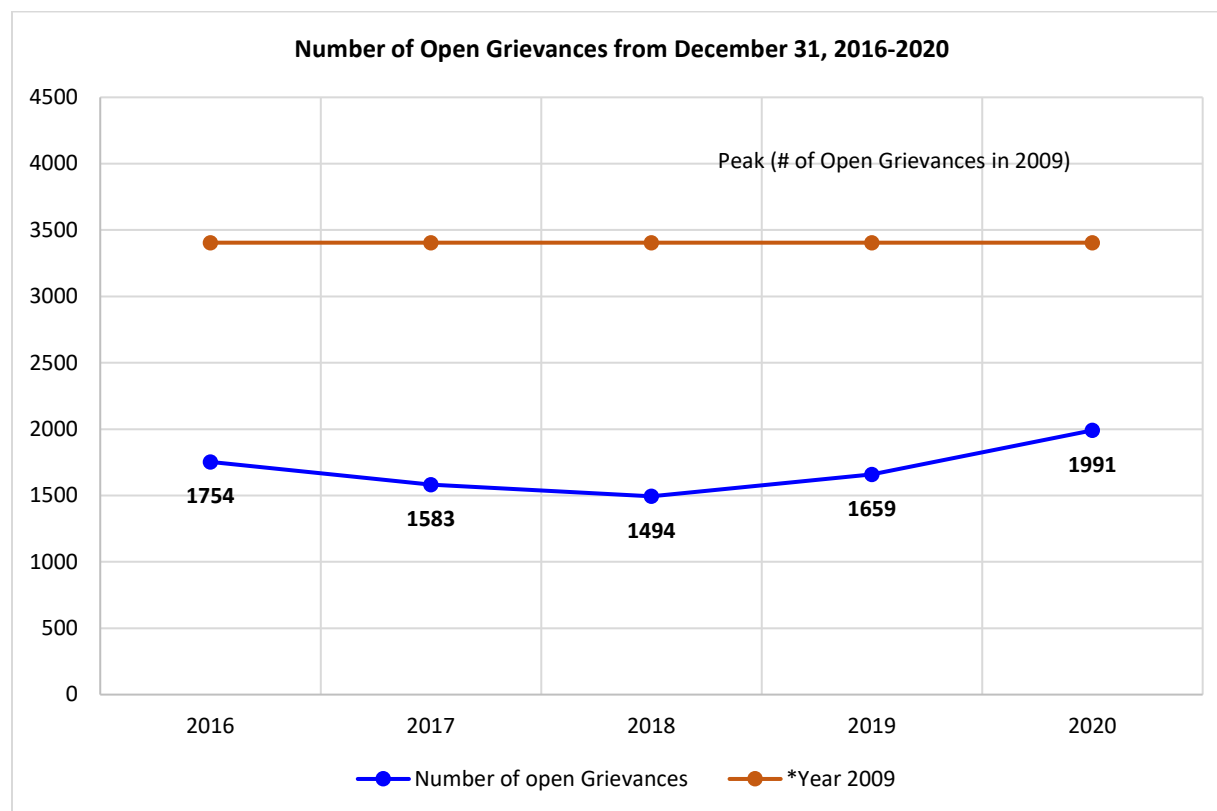
Relationships between employers and labour unions are complex. Grievance numbers should not be taken alone as an indicator of the health of the City's relationships with its bargaining agents as they don't reflect the day-to-day discussions, compromises and agreements reached between management and union representatives.

Part 1 - Overall Grievance Activity

Since 2009, the City has focused its efforts on resolving grievances as early as possible and reducing the number of open grievances. In 2009, there were 3,405 open grievances and as of December 31, 2020, the number of open grievances was 1,991, which is a decrease of 1,414 open grievances or 42%.

The following charts provide a summary of the open grievances over the last five (5) years:

Figure 1. Number of Open Grievances from December 31, 2016 - 2020



*2016-2018's figures are based on data extract as of January 04, 2019.

Figure 1a. Number of Open Grievances from 2016-2020

Year	Number of open Grievances	Compared to Previous Year	Annual Change	*Year 2009	Compared to 2009	% Change compared to 2009
2016	1754	-205	-10%	3,405	-1,651	-48%
2017	1583	-171	-10%	3,405	-1,822	-54%
2018	1494	-89	-6%	3,405	-1,911	-56%
2019	1659	165	11%	3,405	-1,746	-51%
2020	1991	332	20%	3,405	-1,414	-42%

*Open Grievances in 2009 at the peak (following the six-week labour disruption).

The total number of open grievances continued to increase two years in a row. At the end of 2020, the number of open grievances was 1,991, an increase of 332 grievances or 20% compared to 1,659 in 2019.

While both the number of new grievances and resolved grievances declined in 2020, the rate of decrease of resolved cases was greater than that of new cases and this resulted in a net increase in open grievances in 2020. See Part 4 - the Resolved/ New Grievance Ratio for more details.

The net increase in open grievances is primarily due to cancellations of grievance hearings and meetings as a result of the COVID-19 pandemic. During the pandemic, it

was agreed by all parties (the City and the Unions) to suspend Step 2 meetings and only conduct Step 3 meetings that were highly sensitive in nature or had high liability. For L416 step 2 and step 3 meetings were resumed in September; for Local 79 much of their time was spent on the Executive elections in November that further delayed grievance meetings.

The City did not file any Employer Grievances in 2020.

Figure 2. Open Grievances by Bargaining Unit

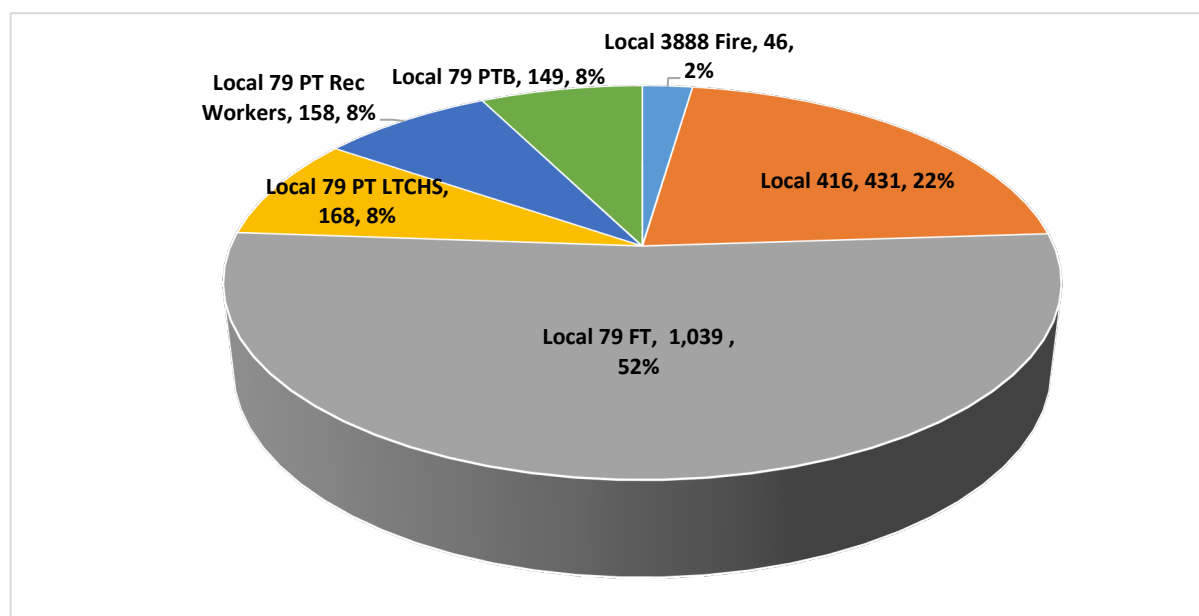


Figure 2a. Open Grievances by Bargaining Unit

	Local 3888 Fire	Local 416	Local 79 Full-time	Local 79 Part-time LTCHS	Local 79 Part-time Rec Workers	Local 79 Part- time B	Grand Total
Number of Open Grievances, as of December 31, 2020	46	431	1,039	168	158	149	1,991

Figure 2b. Open Grievances by Union over the Past Five (5) Years

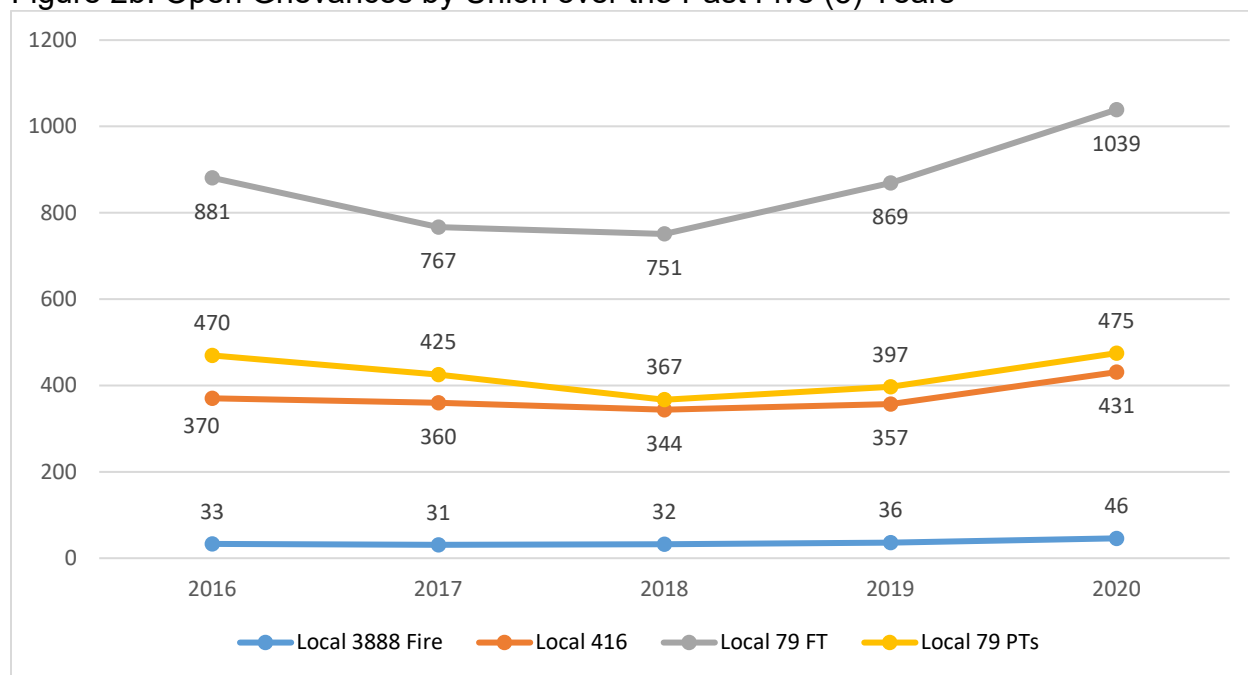


Figure 2c. Distribution of Grievance Activity by Bargaining Unit

	2016	%	2017	%	2018	%	2019	%	2020	%
Local 3888 Fire	33	1.9%	31	2.0%	32	2.1%	36	2.2%	46	2.3%
Local 416	370	21.1%	360	22.7%	344	23.0%	357	21.5%	431	21.6%
Local 79 FT	881	50.2%	767	48.5%	751	50.3%	869	52.4%	1039	52.2%
Local 79 PTs	470	26.8%	425	26.8%	367	24.6%	397	23.9%	475	23.9%
Grand Total	1,754	100.0%	1,583	100.0%	1,494	100.0%	1,659	100.0%	1,991	100.0%

Local 416

The number of grievances increased from 357 in 2019 to 431 in 2020. In 2020, Local 416 grievances accounted for 21.6% of all grievances, relatively stable compared to 21.5% in 2019.

Local 79 Full-time (FT)

The number of grievances climbed from 869 in 2019 to 1,039 in 2020. In 2020, Local 79 FT accounted for 52.2% of all grievances, a slight drop of 0.2% compared to 52.4% in 2019.

Local 79 Part-time Units (Unit B Part-Time (PT), Recreation Workers Part-Time, Long-Term Care Homes & Services Part-Time Unit)

The number of grievances increased from 397 in 2019 to 475 in 2020. In 2020 Local 79 PT grievances accounted for 23.9% of all grievances, remained unchanged compared to 2019.

Local 3888

The number of grievances increased from 36 in 2019 to 46 in 2020. In 2019 Local 3,888 grievances accounted for 2.3% of all grievances, compared to 2.2% in 2019.

Figure 3 - Number of Grievances by Stage over the Past Five (5) Years (Based on original data from that particular year)

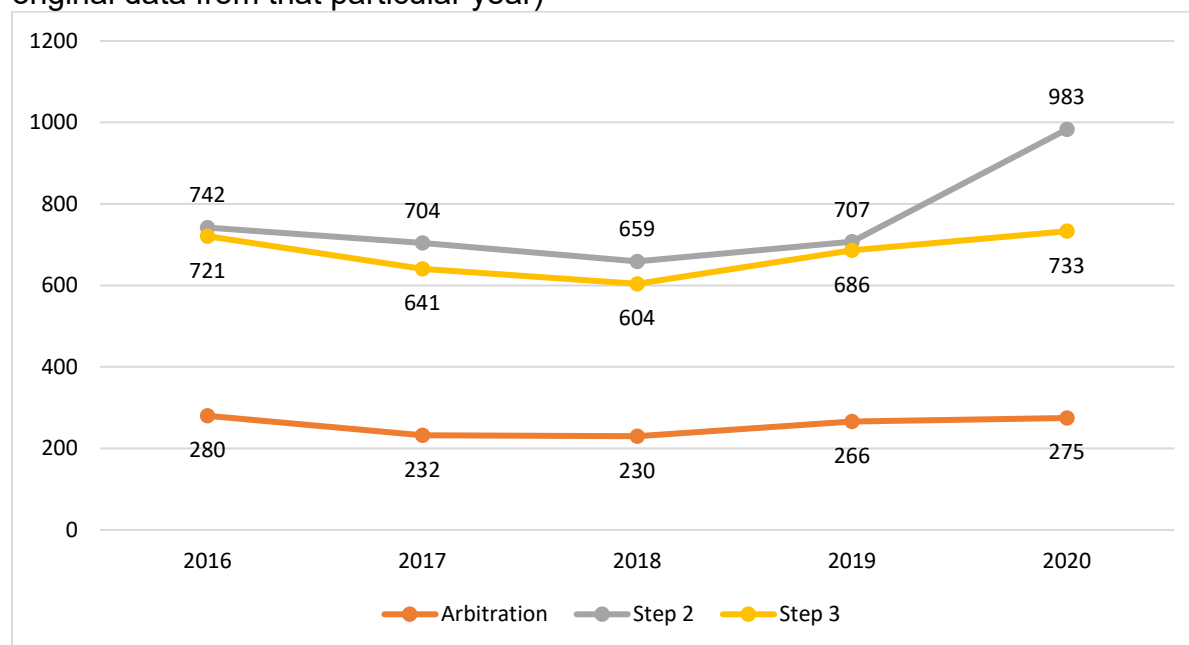


Figure 3a. Distribution by Grievance and Arbitration Stage

	2016	%	2017	%	2018	%	2019	%	2020	%
Arbitration	280	16.1%	232	14.7%	230	15.4%	266	16.0%	275	13.8%
Step 2	742	42.6%	704	44.6%	659	44.1%	707	42.6%	983	49.4%
Step 3	721	41.4%	641	40.6%	604	40.5%	686	41.4%	733	36.8%
Total	1,743	100.0%	1,577	100.0%	1,493	100.0%	1,659	100.0%	1,991	100.0%

- Arbitration represents the greatest grievance related costs and resource requirement. The number of arbitration cases increased from 266 cases in 2019 to 275 cases in 2020. Arbitration cases in 2020 accounted for 13.8% of the total grievances for all stages, a decrease of 2.2% compared to 16.0% in 2019; fluctuated over the past few years.
- The number of step 2 cases increased from 707 in 2019 to 983 in 2020. Step 2 cases in 2020 accounted for 49.4% of the total grievances for all stages, an increase of 6.8% compared to 42.6% in 2019; the highest since 2016.
- The number of step 3 cases increased from 686 in 2019 to 733 in 2020. The step 3 cases in 2020 accounted for 36.8% of the total grievances for all stages, a decrease of 4.6% compared to 41.4% in 2019.

Judicial Review

	2016	2017	2018	2019	2020
Judicial Review	0	2	1	2	3

A judicial review (JR) is the process by which either the Union or the City can apply to the Ontario Divisional Court for a review of an arbitration award. To be successful, a

party must demonstrate that the arbitrator's decision is unreasonable or an error in law. The City did not seek any judicial reviews in 2020. All three applications that were filed by bargaining agents were dismissed.

Part 4 - Grievance Ratio I - Resolved Grievances to New Grievances over the Last Five (5) Years

The Resolved/New Grievance Ratio represents the number of resolved/closed cases in relation to the number of new cases. It reflects the net increase or decrease in open grievances: the higher the ratio, the more cases resolved compared to new cases generated, resulting in a lower overall number of open grievances.

Figure 4. Resolved Grievances to New Grievances over the Last Five (5) Years

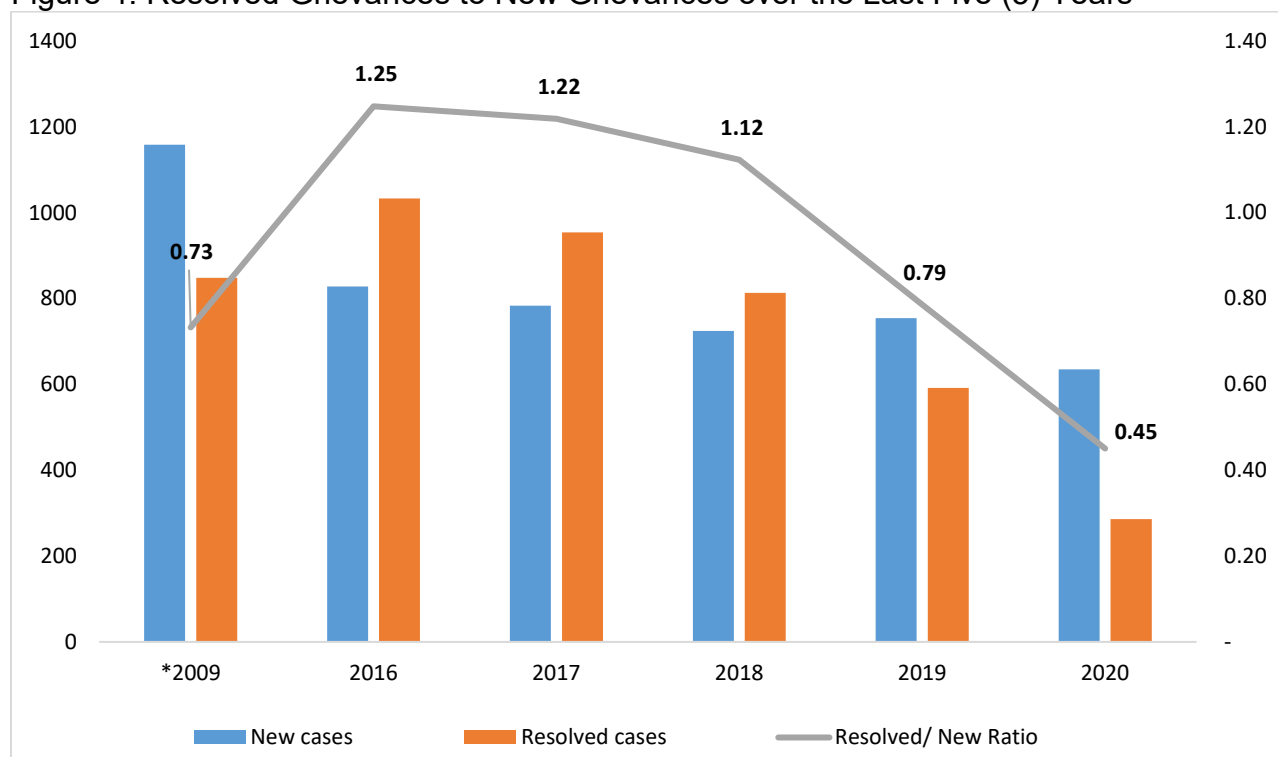


Figure 4a. Resolved Grievances to New Grievances over the Last Five (5) Years

	New cases	Change	Resolved cases	Change	Resolved/ New Ratio
*2009	1,158		848		0.73
2016	828		1,033		1.25
2017	783	-5.4%	954	-7.6%	1.22
2018	724	-7.5%	813	-14.8%	1.12
2019	754	4.1%	592	-27.2%	0.79
2020	635	-15.8%	286	-51.7%	0.45

*Open Grievances at the Peak

There were 635 new grievances filed in 2020, compared to 754 new grievances in 2019, a decrease of 119 new cases or 15.8%. The number of new grievances reached the lowest level since 2016.

There were 286 grievances resolved or withdrawn in 2020, compared to 592 in 2019, a decrease of 306 resolved cases or 51.7%.

Due to a higher number of new grievances and a lower number of resolved grievances, the Resolved/New Grievance Ratio continued to fall below 1 in 2020 (that is, 0.45 grievances resolved for every new grievance created), a decrease of 0.33 compared to 0.79 in 2019, resulting in a net increase in the number of open grievances.

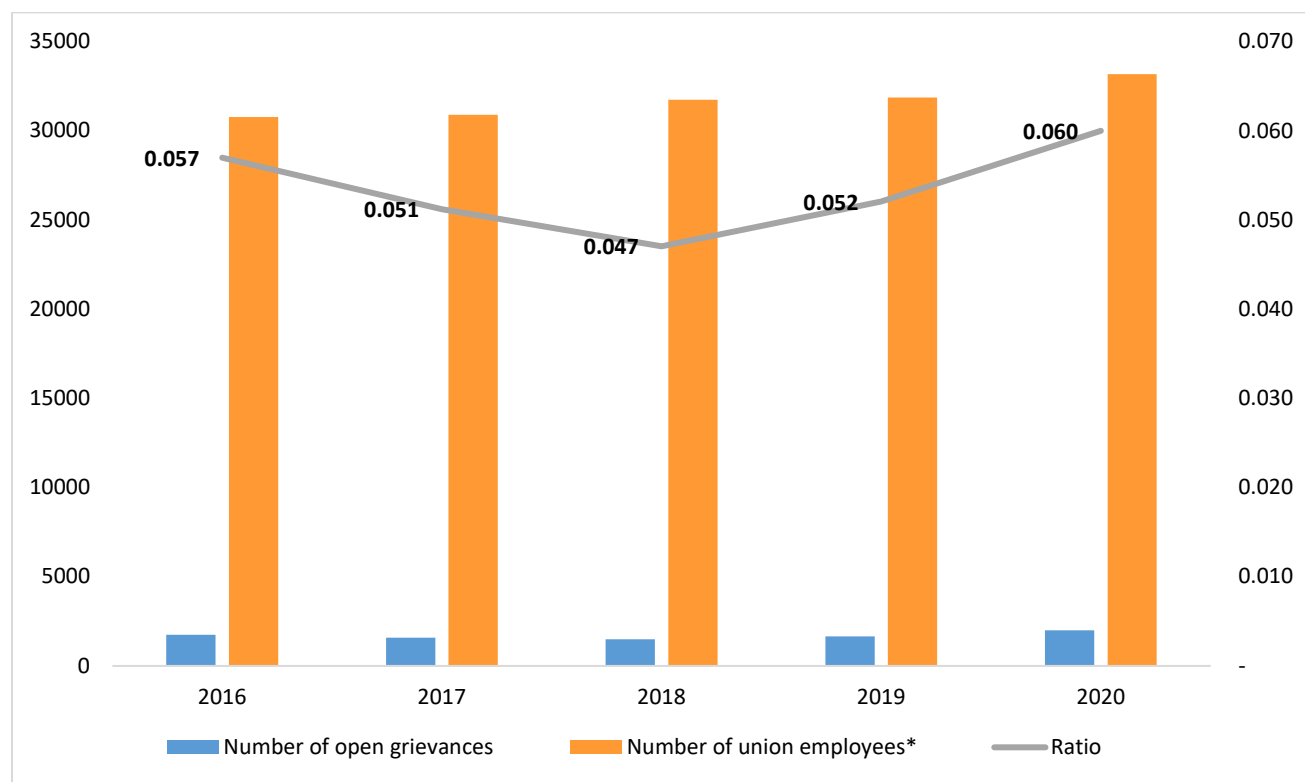
The duration of a grievance (that is the length of time it remains open) varies by such factors as the complexity, the stage and the type of the grievance and the availability of the parties (e.g. grievors, union representatives, management, and mediators/arbitrators).

Furthermore, the COVID-19 pandemic resulted in cancellations of hearings and meetings. During the early stages of the pandemic, it was agreed by all parties to suspend Step 2 meetings and only conduct Step 3 meetings that were highly sensitive in nature or had high liability. In addition, some Employee Relations staff were redeployed during the pandemic to provide support to other needed services. All of the above-mentioned factors have further lowered the number of case resolutions. Grievance management largely returned to normal in September 2020, with a significant shift to online meetings and hearings.

Part 5 - Grievance Ratio II - Number of Grievances to Number of Union Employees over the Past Five (5) years

This Grievance Ratio represents the number of open grievances in relation to the number of union members. It reflects the overall effectiveness in grievance management, where the lower the ratio, the better the performance.

Figure 5. Number of Grievances to Number of Union Employees over the Past Five (5) years



*Active & Inactive (L79s, L416, FIRE combined)

Figure 5a. Number of Grievances to Number of Union Employees over the Past Five (5) years

Year	Number of open grievances	Number of union employees*	Ratio
2016	1,754	30,776	0.057
2017	1,583	30,909	0.051
2018	1,494	31,749	0.047
2019	1,659	31,864	0.052
2020	1,991	33,178	0.060

The Grievance Ratio continued to rise in 2020, reaching to the highest level since 2016. The Grievance Ratio was 0.060 in 2020 (that is 0.060 open cases for every union member), an increase of 0.008 compared to 0.052 in 2019.

Part 6 - Open Grievances by Category

Figure 6. Top 5 most commonly grieved issues

Category	2018 Distribution	2019 Distribution	2020 Distribution
Discipline/Terminations	32.7%	32.1%	30.6%
Discrimination/Harassment	13.8%	16.0%	17.1%
Promotions/ARs/Transfers	11.4%	11.7%	10.8%
Paid/Unpaid Leaves	6.9%	5.8%	6.2%
Hours of Work	5.4%	5.7%	5.8%

Discipline remains the most commonly grieved issue at the City representing 30.6% of all open grievances (down 1.5% from 2019). Discipline grievances relate to allegations of an unjust disciplinary action (written warning, suspension, discharge) issued by management to an employee for misconduct (e.g. lateness, insubordination, AWOL, theft, unsatisfactory performance, conflict of interest, failing to comply with City or divisional policies).

Allegations of discrimination or harassment in the workplace is the second most commonly grieved issue at the City, representing 17.1% of all open grievances (up 1.1% from 2019 and continue to trend upward). Discrimination/harassment grievances sometimes relate to allegations of violations under the Human Rights Code and/or the City's Human Rights & Anti-Harassment Policy but are commonly filed in conjunction with discipline grievances alleging "harassment" on the grounds of being disciplined.

Promotions or alternate rates are the third most commonly grieved issue at the City representing 10.8% of all open grievances (down 0.9% from 2019). Promotion/alternate rate grievances typically relate to allegations that an employee has been unfairly denied a promotional opportunity through a job call or should have been granted a temporary alternate rate opportunity.

The chart below represents the most commonly grieved issues at the City, with the top three issues accounting for 59% of all open grievances, consistent with the ratios from the 2019 reporting period.

Figure 6a. Top 5 most commonly grieved issues

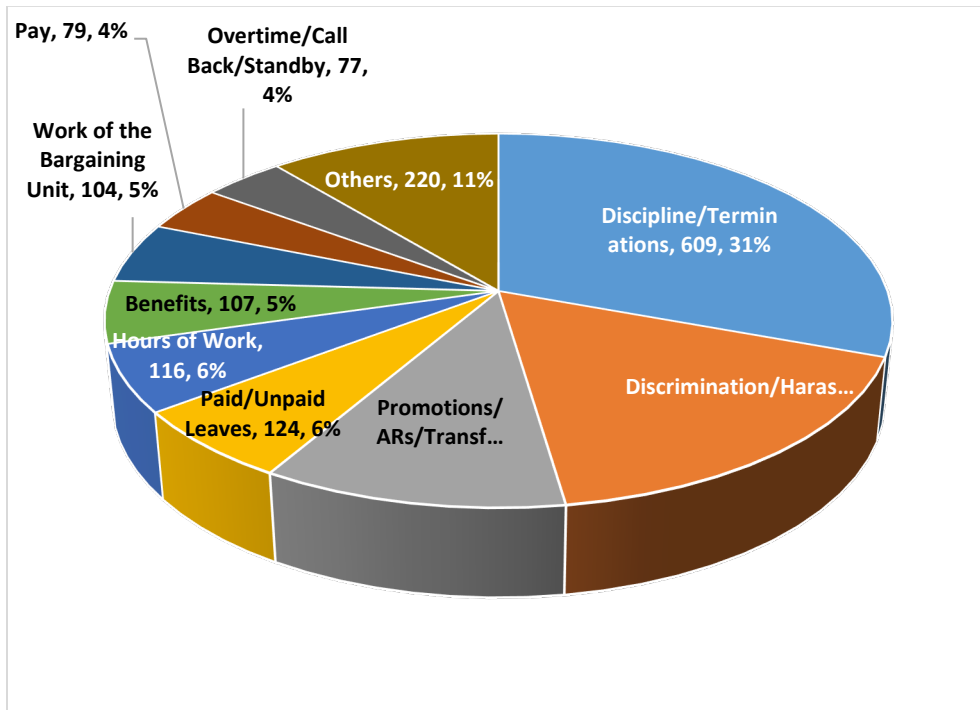


Figure 6b. Number of Grievances by Distribution

Category	Number of Grievances	Distribution
Discipline/Terminations	609	30.6%
Discrimination/Harassment	340	17.1%
Promotions/ARs/Transfers	215	10.8%
Paid/Unpaid Leaves	124	6.2%
Hours of Work	116	5.8%
Benefits	107	5.4%
Work of the Bargaining Unit	104	5.2%
Pay	79	4.0%
Overtime/Call Back/Standby	77	3.9%
Health/Safety/Return to Work	44	2.2%
Attendance Mgmt. Program	44	2.2%
Other	41	2.1%
Seniority/Service	37	1.9%
Redeployment/Layoff/Recall	35	1.8%
Work Selection (Local 416)	11	0.6%
Training	8	0.4%
Total	1,991	100%

Figure 6c. Open Grievances by Category over the Past Five (5) Years

Category	2016	2017	2018	2019	2020
Discipline/Terminations	547	506	488	532	609
Discrimination/Harassment	209	199	206	265	340
Promotions/ARs/Transfers	197	184	170	194	215
Paid/Unpaid Leaves	150	118	103	97	124
Hours of Work	90	97	81	94	116
Benefits	61	59	68	90	107
Work of the Bargaining Unit	115	92	95	92	104
Pay	68	63	58	66	79
Overtime/Call Back/Standby	79	79	49	49	77
Attendance Mgmt. Program	48	44	43	42	44
Health/Safety/Return to Work	36	30	31	34	44
Other	23	24	25	25	41
Seniority/Service	42	40	38	34	37
Redeployment/Layoff/Recall	75	38	36	30	35
Work Selection (Local 416)	16	10	4	10	11
Training	3	2	1	5	8
Total	1,759	1,585	1,496	1,659	1,991

The number of Discipline/Terminations continued to grow in 2020 after reaching the lowest level of 488 in 2018, 77 more cases or a 14% increase compared to that of 2019.

The number of Discrimination/Harassment has been increasing since 2017 and reached the highest level of grievances of 340 cases in 2020, 75 more cases or 28% compared to that of 2019.

The number of Promotions/ARs/Transfers also continued to rise in 2020, 21 more cases or 11% compared to that of 2019.

Figure 6c. Open Grievances by Category and Union Affiliation in 2020

Row Labels	Local 3888 Fire	Local 416	Local 79 Full-time	Local 79 Part-time LTCHS	Local 79 Part-time Rec Workers	Local 79 Part-time B	Grand Total
Attendance Mgmt. Program	0	14	22	3	1	4	44
Benefits	10	26	65	2	3	1	107
Discipline/Terminations	4	131	274	62	83	55	609
Discrimination/Harassment	5	40	226	28	14	27	340
Health/Safety/Return to Work	5	4	27	2	1	5	44
Hours of Work	0	39	20	31	10	16	116
Other	3	14	19	1	4	0	41
Overtime/Call Back/Standby	0	23	44	7	0	3	77
Paid/Unpaid Leaves	3	34	64	7	1	15	124
Pay	3	20	41	3	12	0	79
Promotions/ARs/Transfers	8	51	110	12	20	14	215
Redeployment/Layoff/Recall	0	6	27	0	1	1	35
Seniority/Service	0	3	21	10	0	3	37
Training	2	4	1	0	0	1	8
Work of the Bargaining Unit	3	11	78	0	8	4	104
Work Selection (Local 416)	0	11	0	0	0	0	11
Grand Total	46	431	1039	168	158	149	1991

Local 416

Discipline/Termination remains the most commonly grieved issue in the Local 416 Unit, representing 30.4% of the 431 open grievances filed by Local 416, followed by promotion/ARs/transfers at 11.8%, discrimination/harassment at 9.3%.

Local 79 Full-Time Unit

Discipline/Termination is the most commonly grieved issue in the Local 79 Full-Time Unit at 26.4% of their 1,039 open grievances, followed by discrimination/harassment at 21.8% and promotion/ARs/transfers at 10.6%.

Local 79 Part-Time Units

Similar to the Local 79 Full-Time Unit, discipline/termination remains the most commonly grieved issue for the 475 open grievances in the three Local 79 Part-Time Units at 42.1%, followed by discrimination/harassment at 14.5% and Hours of Work at 12.0%.

Local 3888

Local 3888 has relatively low grievance activity, with Benefits being the most commonly grieved issue followed by Promotions/ARs/Transfers.

Conclusion

The number of open grievances at the City of Toronto continued on an upward trend in 2020 after an 11% increase in the previous year. The increase in open grievances is primarily due to cancellations of grievance hearings and meetings as a result of the COVID-19 pandemic.

While pandemic response had an impact on grievance activities, most grievance meetings have been resumed via online video conference for 2021. Employee Relations will continue to focus its efforts on reducing the number of open grievances and working with the Divisions to resolve grievances promptly.

Attached as Appendix 1 is a summary of the Open Grievances for Each Service Area & Division.

Attached as Appendix 2 is a summary of the Ratios of Open Grievances to Unionized Employee by Division, for 2018 to 2020 (as at December 31 of each year).

Attached as Appendix 3 is a summary of the Open Discipline and Termination Grievances by the Year Filed, which provides an overview of the length of time grievances remain open.

CONTACT

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SIGNATURE

Omo Akintan
Chief People Officer

ATTACHMENTS

Appendix 1 - Open Grievances for each Service Area & Division and Grievance Ratio per Number of Union Employees as per December 31, 2020

Appendix 2 - Open Grievances to Unionized Employee Ratios by Division, for 2018 to 2020 (as at December 31 of each year)

Appendix 3 - Open Discipline and Termination Grievances by Year
Grievance Summary Report: End of Year 2020

Appendix 1

Open Grievances for each Service Area & Division and Grievance Ratio per Number of Union Employees as per December 31, 2020

Community & Social Services	# of Grievances	# of union members Dec.	Grievance # - Headcount Ratio
Children's Services	102	1108	9.2%
Court Services	9	193	4.7%
Economic Development & Culture	6	287	2.1%
Employment & Social Services	101	1634	6.2%
Seniors Services & Long Term Care	359	4239	8.5%
Parks, Forestry & Recreation	340	11430	3.0%
Public Health	81	1882	4.3%
Shelter, Support & Housing Admin	124	1007	12.3%
Social Development, Finance & Admin	7	138	5.1%
Toronto Paramedic Services	193	1603	12.0%
Total	1322	23521	5.6%

Infrastructure & Development Services	# of Grievances	# of union members Dec.	Grievance # - Headcount Ratio
City Planning	4	282	1.4%
Engineering & Construction Services	23	272	8.5%
Fire Services	56	3111	1.8%
Municipal Licensing & Standards	62	393	15.8%
Policy, Planning, Finance & Admin	3	105	2.9%
Solid Waste Management Services	146	945	15.4%
Toronto Building	8	338	2.4%
Toronto Water	65	1289	5.0%
Transportation Services	62	785	7.9%
Total	429	7520	5.7%

Corporate Services	# of Grievances	# of union members Dec.	Grievance # - Headcount Ratio
311 Toronto	20	216	9.3%
Environment & Energy	1	26	3.8%
Corporate Real Estate Management	86	525	16.4%
Fleet Services	17	111	15.3%
Technology Services	5	400	1.3%
Total	129	1278	10.1%

Finance & Treasury Services	# of Grievances	# of union members Dec.	Grievance # - Headcount Ratio
Accounting Services	2	56	3.6%
Corporate Finance	4	11	36.4%
Financial Planning	1	5	20.0%
Pension, Payroll & Employee Benefits	10	92	10.9%
Purchasing & Materials Management	5	91	5.5%
Revenue Services	5	205	2.4%
Total	27	460	5.9%

Other	# of Grievances	# of union members Dec.	Grievance # - Headcount Ratio
City Clerk's Office	13	223	5.8%
Legal Services	11	147	7.5%
Other	60	N/A	N/A

Appendix 2

Open Grievances to Union Employee Headcount (HC) Ratios by Division, as of December 31, 2018 – 2020

Divisions	2018			2019			2020		
	Open Cases	Union Employee HC	Ratio	Open Cases	Union Employee HC	Ratio	Open Cases	Union Employee HC	Ratio
311 Toronto	14	209	6.7%	18	220	8.2%	20	216	9.3%
Accounting Services	3	70	4.3%	3	68	4.4%	2	56	3.6%
Children's Services	77	1,165	6.6%	97	1179	8.2%	102	1,108	9.2%
City Clerk's Office	13	264	4.9%	11	252	4.4%	13	223	5.8%
City Planning	3	311	1.0%	6	310	1.9%	4	282	1.4%
Corporate Finance	5	9	55.6%	4	12	33.3%	4	11	36.4%
Corporate Real Estate Management	82	511	16.0%	86	532	16.2%	86	525	16.4%
Court Services	7	202	3.5%	8	209	3.8%	9	193	4.7%
Economic Development & Culture	9	304	3.0%	6	304	2.0%	6	287	2.1%
Employment & Social Services	99	1,756	5.6%	102	1,775	5.7%	101	1,634	6.2%
Engineering & Construction Services	14	269	5.2%	21	285	7.4%	23	272	8.5%
Environment & Energy	2	28	7.1%	1	29	3.4%	1	26	3.8%
Financial Planning	0	3	0.0%	1	3	33.3%	1	5	20.0%
Fire Services	46	3,182	1.4%	49	3,153	1.6%	56	3,111	1.8%
Fleet Services	16	122	13.1%	18	118	15.3%	17	111	15.3%
Legal Services	6	156	3.8%	12	152	7.9%	11	147	7.5%
Municipal Licensing & Standards	29	402	7.2%	43	411	10.5%	62	393	15.8%
Parks, Forestry & Recreation	262	10,499	2.5%	275	10,644	2.6%	340	11,430	3.0%
Pension, Payroll & Employee Benefits	4	113	3.5%	8	101	7.9%	10	92	10.9%
Policy, Planning, Finance & Admin	4	128	3.1%	3	115	2.6%	3	105	2.9%
Public Health	34	1,756	1.9%	34	1,613	2.1%	81	1,882	4.3%
Purchasing & Materials Management	1	106	0.9%	2	93	2.2%	5	91	5.5%
Revenue Services	7	226	3.1%	5	213	2.3%	5	205	2.4%
Seniors Services & Long Term Care	236	3,564	6.6%	292	3,640	8.0%	359	4,239	8.5%
Shelter, Support & Housing Admin	76	840	9.0%	90	870	10.3%	124	1007	12.3%
Social Development, Finance & Admin	3	73	4.1%	6	79	7.6%	7	138	5.1%
Solid Waste Management Services	110	890	12.4%	114	964	11.8%	146	945	15.4%
Technology Services	4	422	0.9%	4	411	1.0%	5	400	1.3%
Toronto Building	6	367	1.6%	9	361	2.5%	8	338	2.4%
Toronto Paramedic Services	187	1,501	12.5%	177	1,540	11.5%	193	1,603	12.0%
Toronto Water	49	1,320	3.7%	70	1,334	5.2%	65	1,289	5.0%
Transportation Services	39	889	4.4%	52	838	6.2%	62	785	7.9%

Appendix 3

Open Discipline and Termination Grievances by Year

The tables below depict open discipline and termination grievances at the City broken down by the year the grievances were filed. There are several factors that could explain why the grievances remain open, including the complexity of the grievance, the availability of the parties to schedule dates and arbitrators, the priority of the case to be moved to the next step, and so on.

Outstanding Discipline* (excluding Termination) Grievances per Filed Year

Year	Number of discipline grievances filed	Number of discipline grievances remain open as of Dec. 31 2020	Number of grievances remain open as of Dec.31, 2020					
			Local 3888 Fire	Local 416	Local 79s	Arbitration	Step 2	Step 3
2011	366	5	0	0	5	1	2	2
2012	318	7	0	0	7	0	5	2
2013	281	6	0	0	6	3	3	0
2014	291	19	0	1	18	8	7	4
2015	314	26	2	6	18	5	12	9
2016	269	30	0	1	29	8	17	5
2017	269	36	0	7	29	7	12	17
2018	248	59	0	13	46	10	31	18
2019	242	117	0	18	99	9	77	31
2020	181	128	0	49	79	1	114	13

*Include Suspension, Letter of Reprimand/Warning, and Insubordination only

Outstanding Termination Grievances per Filed Year

Year	Number of termination grievances filed	Number of termination grievances remain open as of Dec. 31 2020	Number of grievances remain open as of Dec.31, 2020					
			Local 3888 Fire	Local 416	Local 79s	Arbitration	Step 2	Step 3
2011	107	1	0	0	1	0	0	1
2012	94	0	0	0	0	0	0	0
2013	105	0	0	0	0	0	0	0
2014	84	3	0	0	3	2	0	1
2015	95	3	0	1	2	2	0	1
2016	80	3	0	0	3	3	0	0
2017	81	6	0	1	5	4	0	2
2018	93	23	0	3	20	13	1	9
2019	63	30	0	8	22	13	2	15
2020	52	39	0	9	30	7	1	31