



Labour Arbitration Update

Date: April 16, 2025
To: TTC Board
From: Chief People and Culture Officer

Reason for Confidential Information

This report is about labour relations or employee negotiations.

This report is about litigation or potential litigation, including matters before administrative tribunals.

Summary

This report provides a confidential update on labour relations and grievance litigation at the TTC. A review of current ongoing litigation activities, as well as recent arbitration decisions is provided to better understand the labour relations context.

Recommendations

It is recommended that the Board:

1. Authorize that the information provided in Confidential Attachment 1 remain confidential in its entirety as it contains information about ongoing litigations and labour relations or employee negotiations.

Financial Summary

The recommendations in this report do not result in a financial impact.

Equity/Accessibility Matters

None.

Decision History

This report provides an update to the Labour Arbitration Update provided April 13, 2023. [Labour Relations and Collective Bargaining Environment and Status](#)

Issue Background

The most recent Labour Arbitration Update highlighted several policy grievances in active litigation that had the potential for wide-ranging impacts. This report will provide an update on the outcome of several of these grievances, as well as detail litigation activities regarding important policy grievances still in arbitration.

Comments

The TTC has a number of ongoing labour arbitration matters. There are currently 156 grievances open at labour arbitration. Of those, 115 are individual matters, and 41 are group/policy matters. The individual matters largely relate to employee terminations resulting from individual employee conduct.

Policy matters relate to grievances alleging an improper change to employer practices that violate rights and entitlements of the bargaining unit as a whole, or a subset thereof. The following table highlights important policy grievances, currently in active litigation:

Grievance name	Issue
"600's	<i>This grievance relates to service improvements whereby work is detailed mid-board period to support fluctuation in service (ex. Construction, closures, and more recently, physical distancing demands).</i>
1810 Markham Road	<i>This grievance relates to the facility at 1810 Markham Road and the contracting out of certain work that will be performed at that location.</i>
Assignment of Reportpersons	<i>This grievance relates to the manner in which surplus spareboard and reportpersons are utilized.</i>
Closed-Circuit Television (CCTV)	<i>This grievance challenges the TTC's the use of CCTV as an investigative tool for performance management purposes.</i>
Fitness For Duty	<i>This grievance challenges the TTC's policy providing for drug and alcohol testing of employees in designated positions.</i>
One Person Train Operation (OPTO)	<i>This grievance relates to the TTC's implementation of OPTO technology, which allows a single Operator to safely operate a train, without a guard onboard.</i>
Mandatory Vaccination Policy	<i>The grievance relates to the fact that the TTC implemented a Mandatory Vaccination Policy in response to the COVID-19 Pandemic.</i>
McNicoll Facility Maintenance	<i>This grievance relates to the McNicoll Bus Garage and the contracting out of certain work that will be performed at that location.</i>
Wheel Trans Call Centre	<i>This grievance relates to the use of second sourcing of call centre volume at Wheel Trans whereby the TTC has engaged a third party to address call volume.</i>
Wheel Trans Service Line	<i>This grievance relates to the TTC's implementation of the Service Line contract at Lakeshore Garage. 7 other locations have had Service Line contracts implemented and Lakeshore is the final location to have this initiative implemented.</i>

Contact

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Signature

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Attachments

Confidential Attachment 1 – Labour Arbitration Update