

Labour Relations Grievance Activity Reporting & Analysis (2007 – 2013)

March 19th, 2014



Hamilton

Lora Fontana,
Director, Employee & Labour Relations

Labour Relations Activities (2007 – 2013)

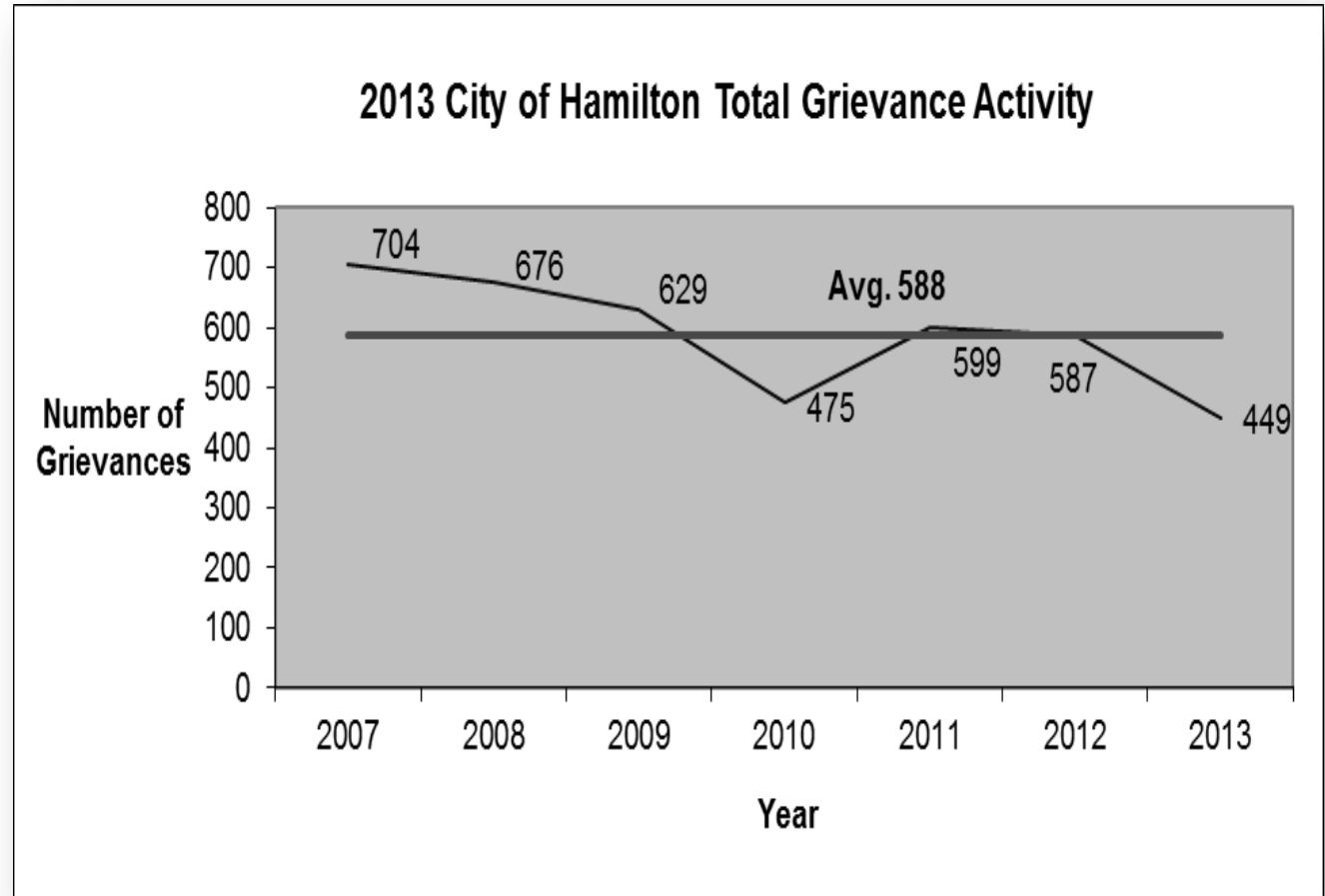
- Total Grievances
 - By Union
 - By Department
 - By Category

- Legal and Mediation Costs
 - By Union
 - By Department
 - By Category

- Non-grievance Related Costs



Total Grievances per Year (2007-2013):

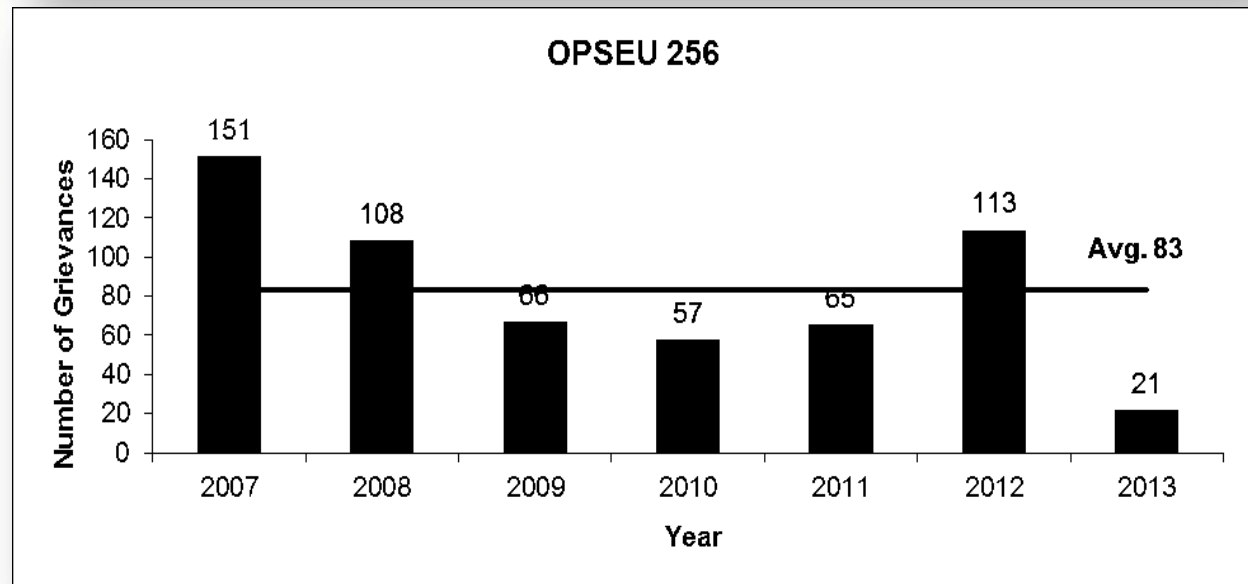
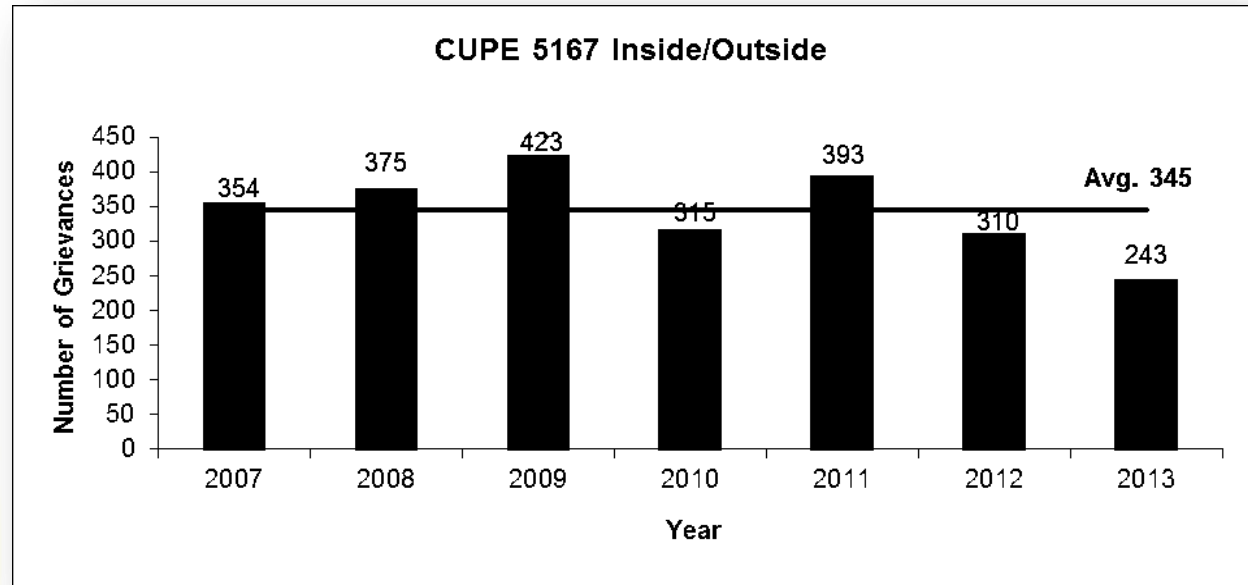


Total Grievances by Union Summary (2007-2013):

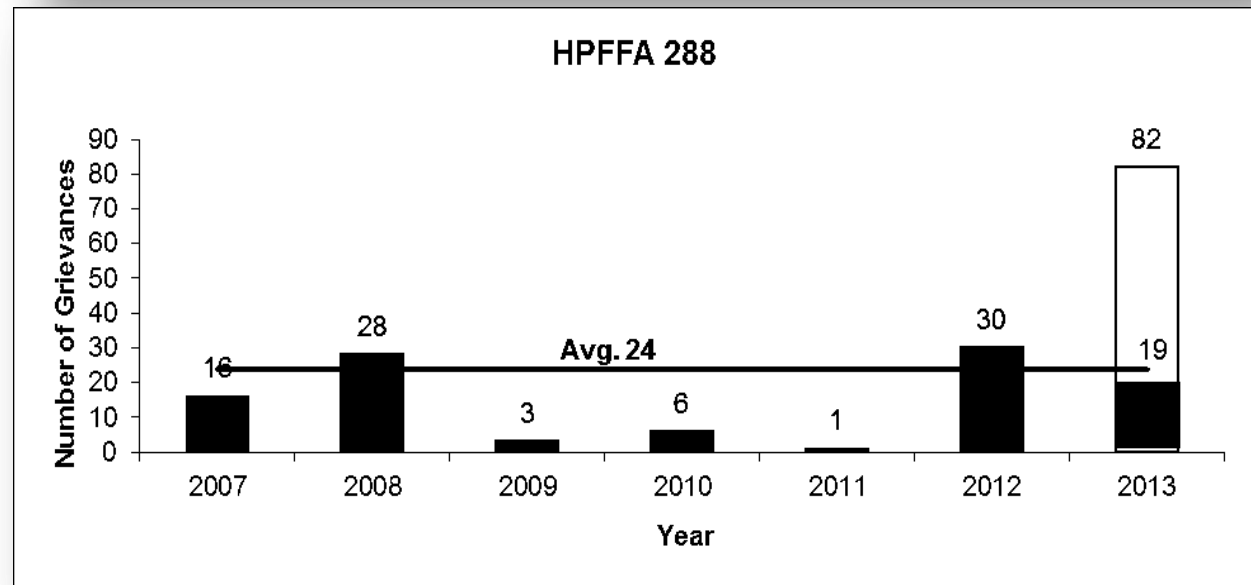
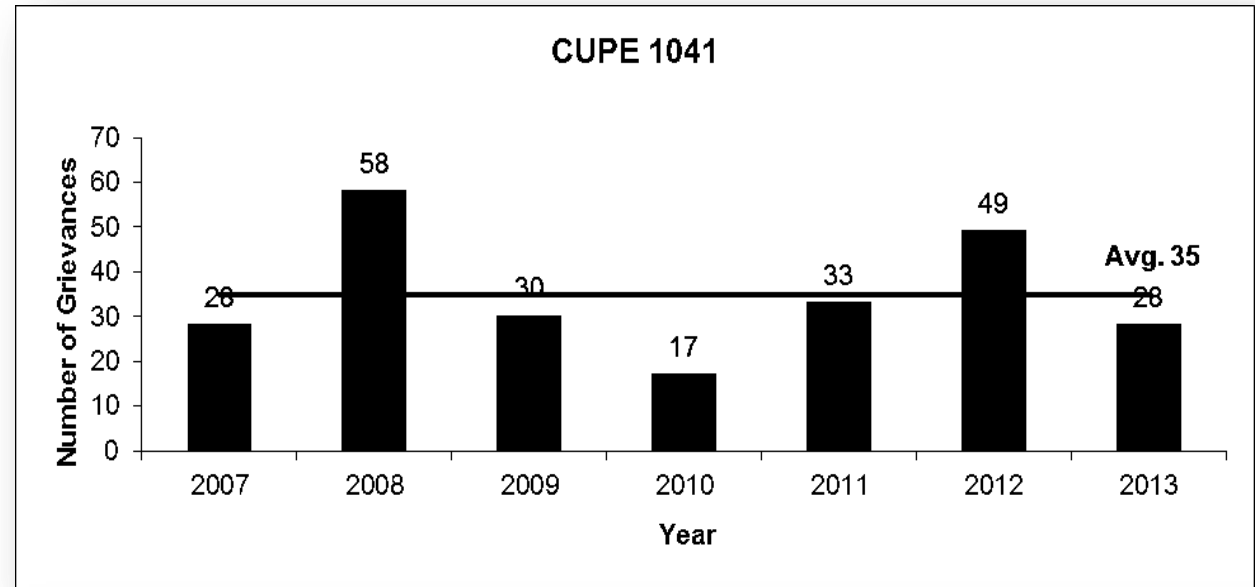
Union Groups	2007	2008	2009	2010	2011	2012	2013	2013 Percentage Increase/Decrease
OPSEU 256	151	108	66	57	65	113	21	-81%
ATU 107	35	44	51	21	39	41	23	-44%
CUPE 1041	28	58	30	17	33	49	28	-43%
GHVFFA 911	9	6	9	15	21	5	3	-40%
CUPE 5167 Inside/Outside	354	375	423	315	393	310	243	-22%
HOWEA	9	5	4	2	17	11	9	-18%
ONA 50 Public Health	79	26	7	5	4	3	3	0%
IUOE 772	0	0	0	0	2	0	1	0%
CUPE 5167 Lodges	12	23	24	33	20	23	32	39%
ONA 50 Lodges	11	4	12	4	4	2	4	100%
HPFFA 288	16	28	3	6	1	30	82	173%
Total	704	676	629	475	599	587	449	-24%



Total Grievances by Union (2007-2013):



Total Grievances by Union (2007-2013):

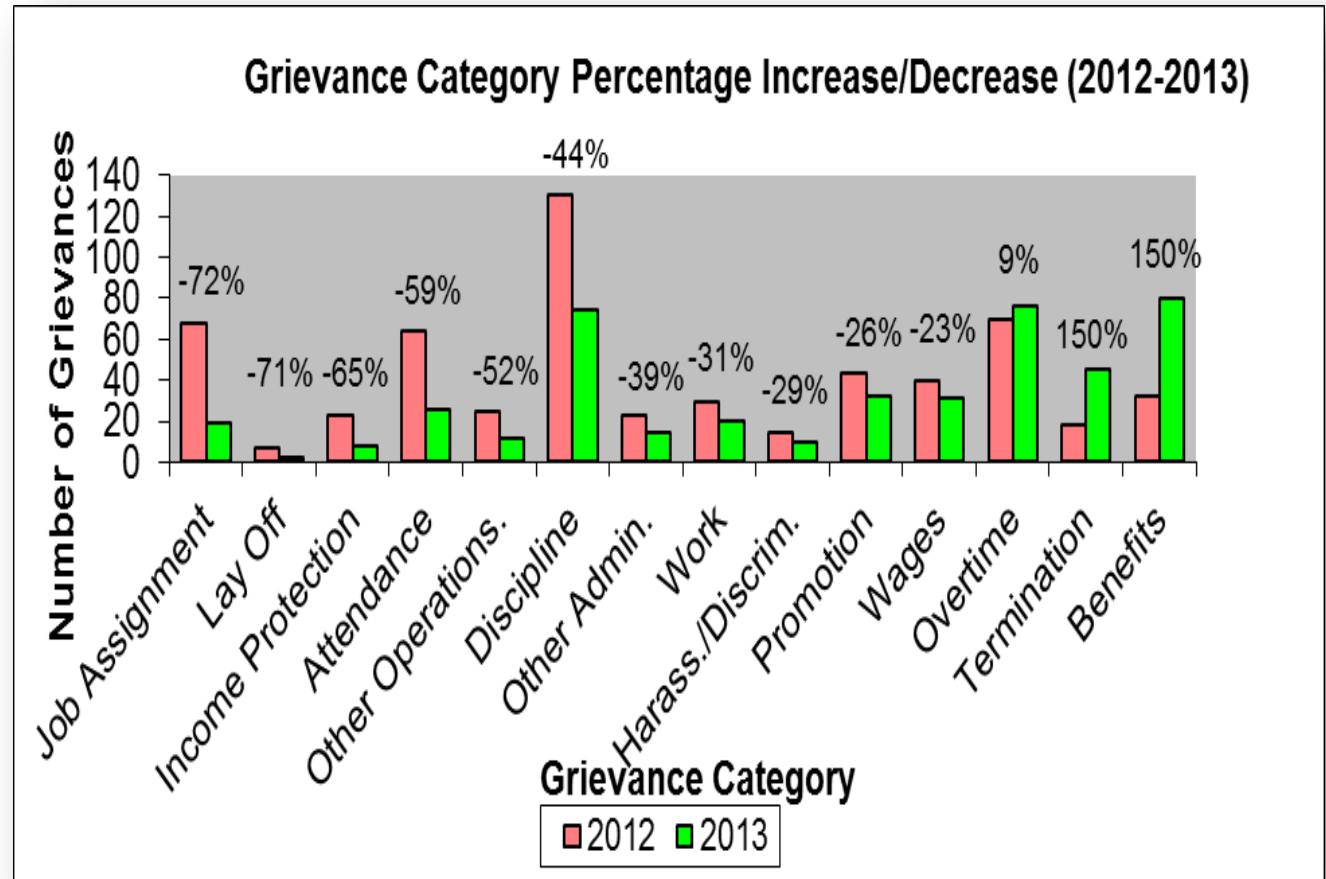


Total Grievances by Department Summary (2007-2013):

Department	2007	2008	2009	2010	2011	2012	2013	2013 Percentage Increase/Decrease
Emergency Services	198	196	93	86	109	181	108	-40%
Paramedics						148	23	-84%
Fire						35	85	143%
Public Health	87	29	8	4	14	16	11	-31%
Public Works	251	309	354	241	300	250	188	-25%
Corporate Services	14	16	12	15	35	25	19	-24%
Community Services	89	90	125	109	114	78	74	-5%
Housing	3	4	4	1	1	1	1	0%
Planning & Ec. Dev.	58	31	28	18	24	32	40	25%
City-Wide (Policy)	4	1	5	1	2	4	8	100%
Total	704	676	629	475	599	587	449	-24%

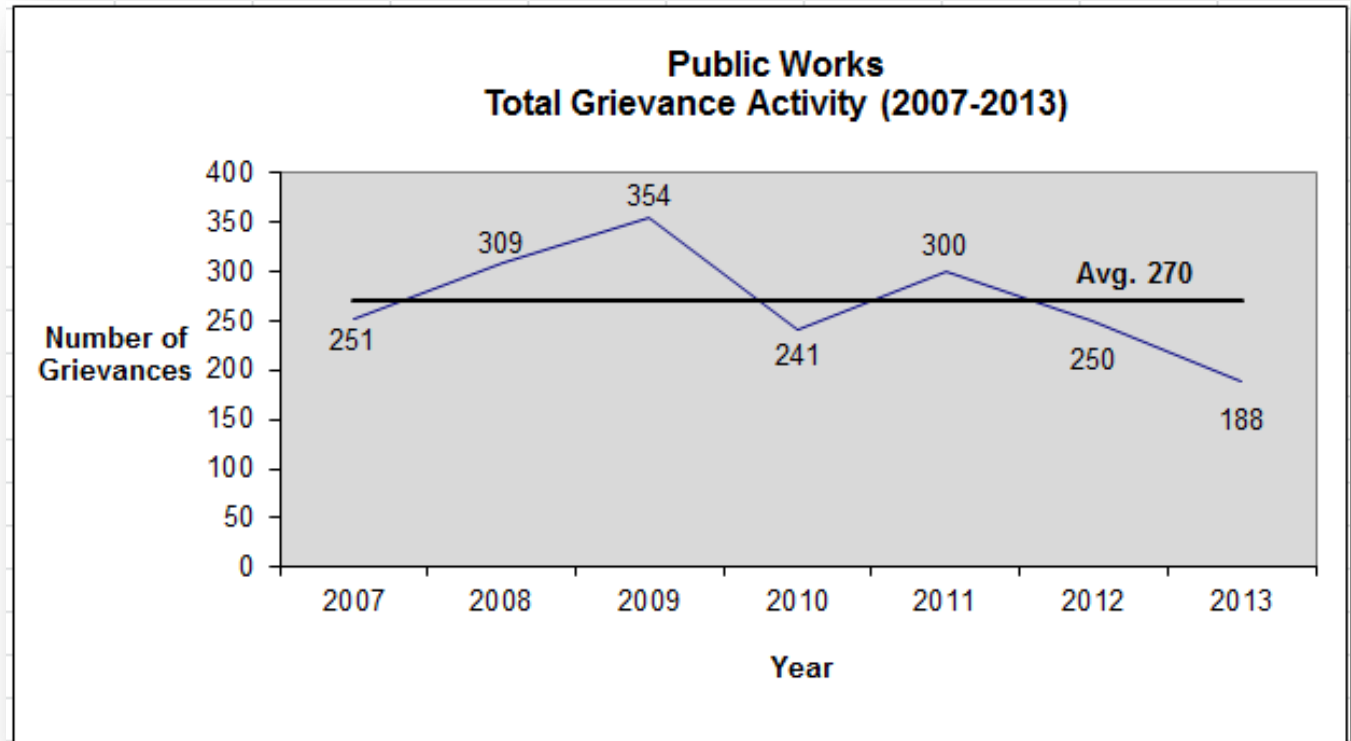


Grievance Category Comparison (2012-2013):



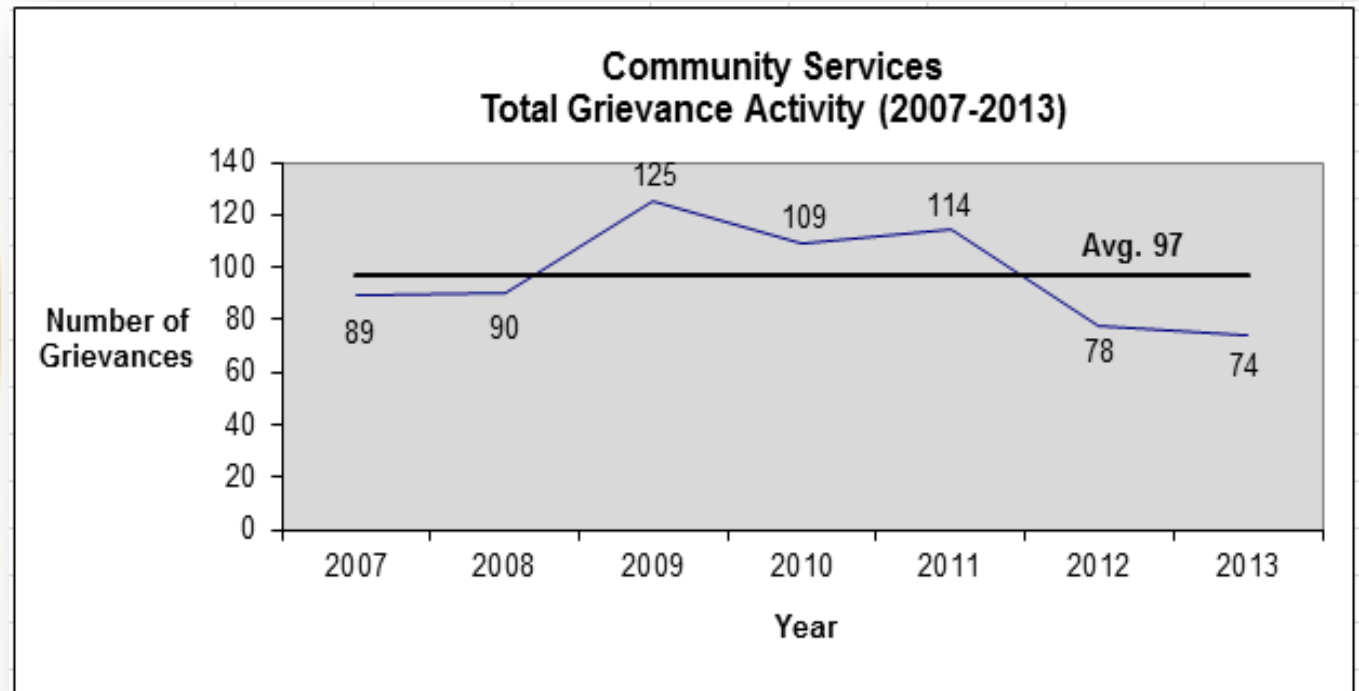
Total Grievance Activity

Public Works (2007 – 2013):



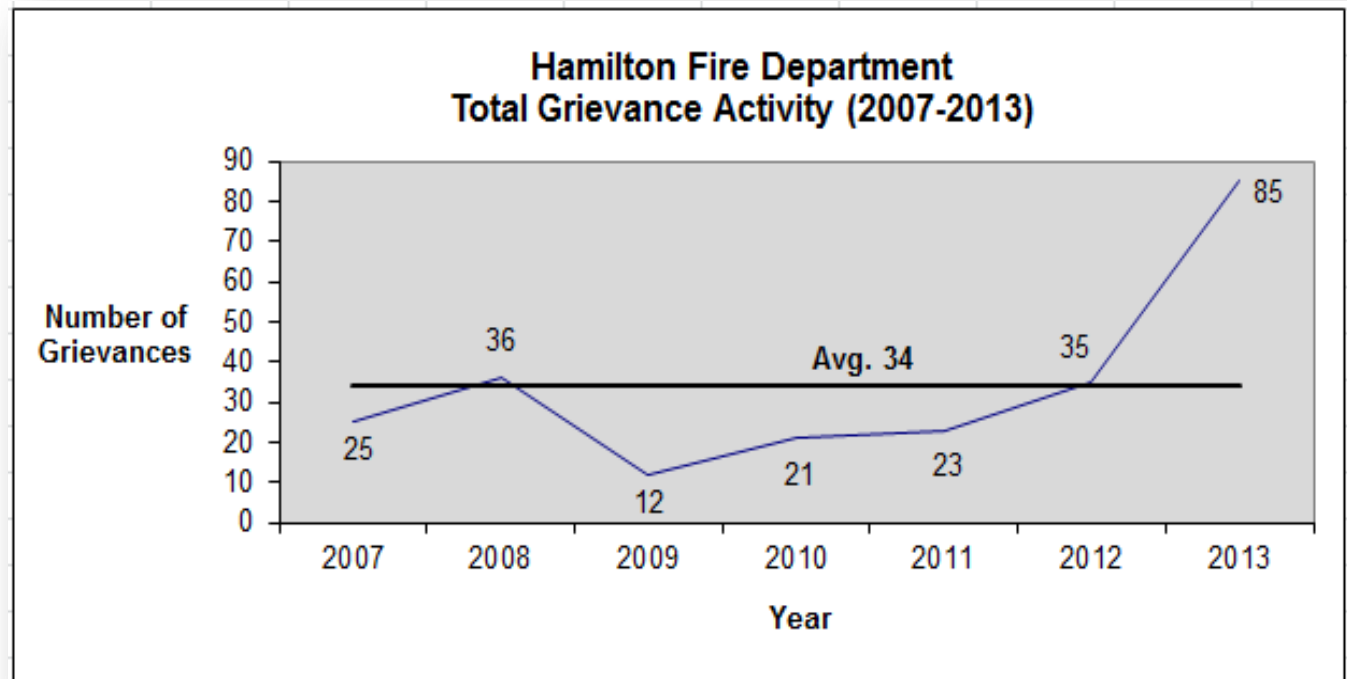
Total Grievance Activity

Community Services (2007 – 2013):



Total Grievance Activity

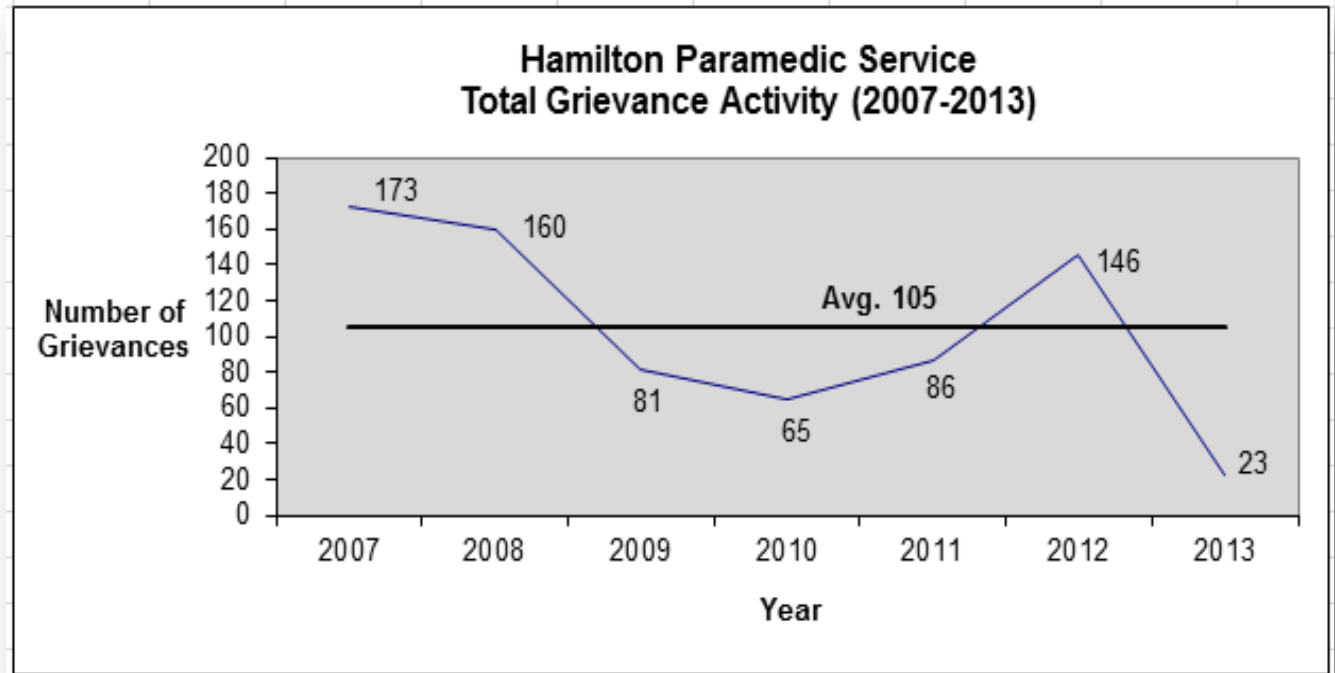
Hamilton Fire Department (2007 – 2013):



Hamilton

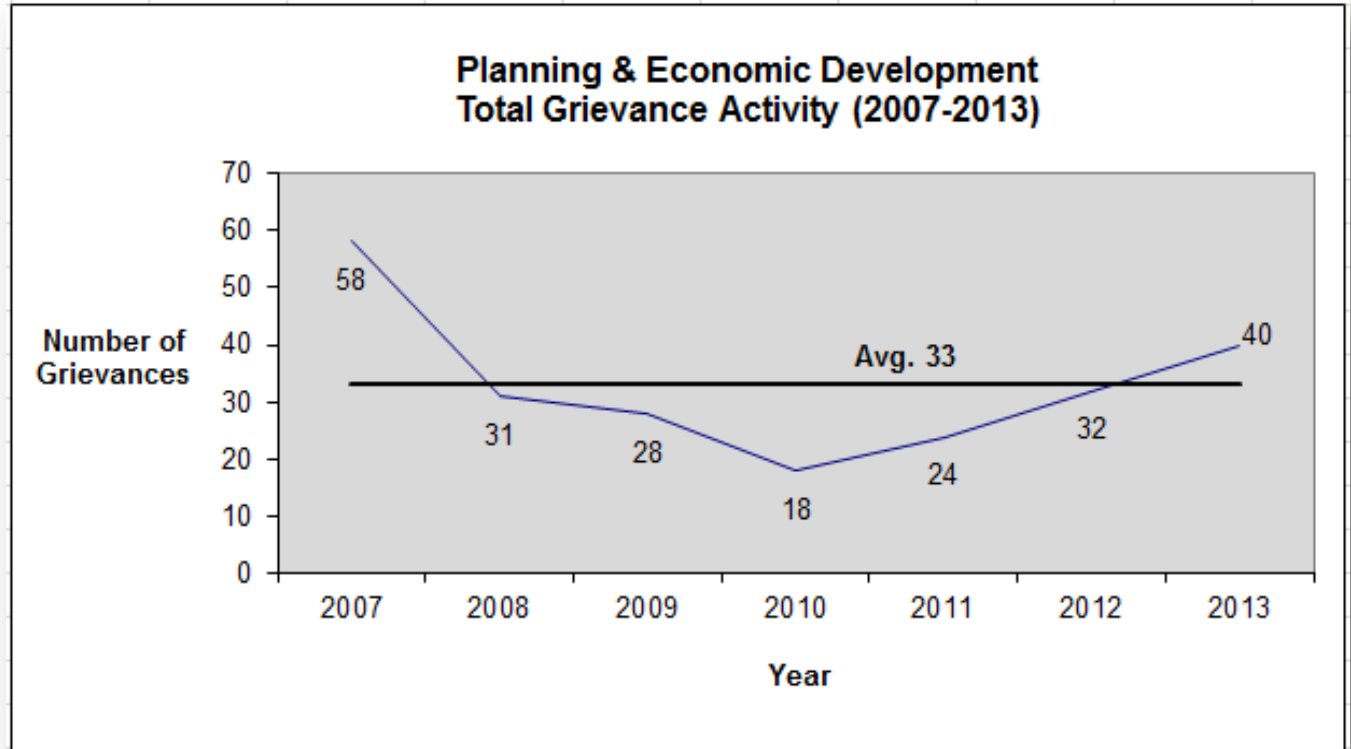
Total Grievance Activity

Hamilton Paramedic Services (2007 – 2013):



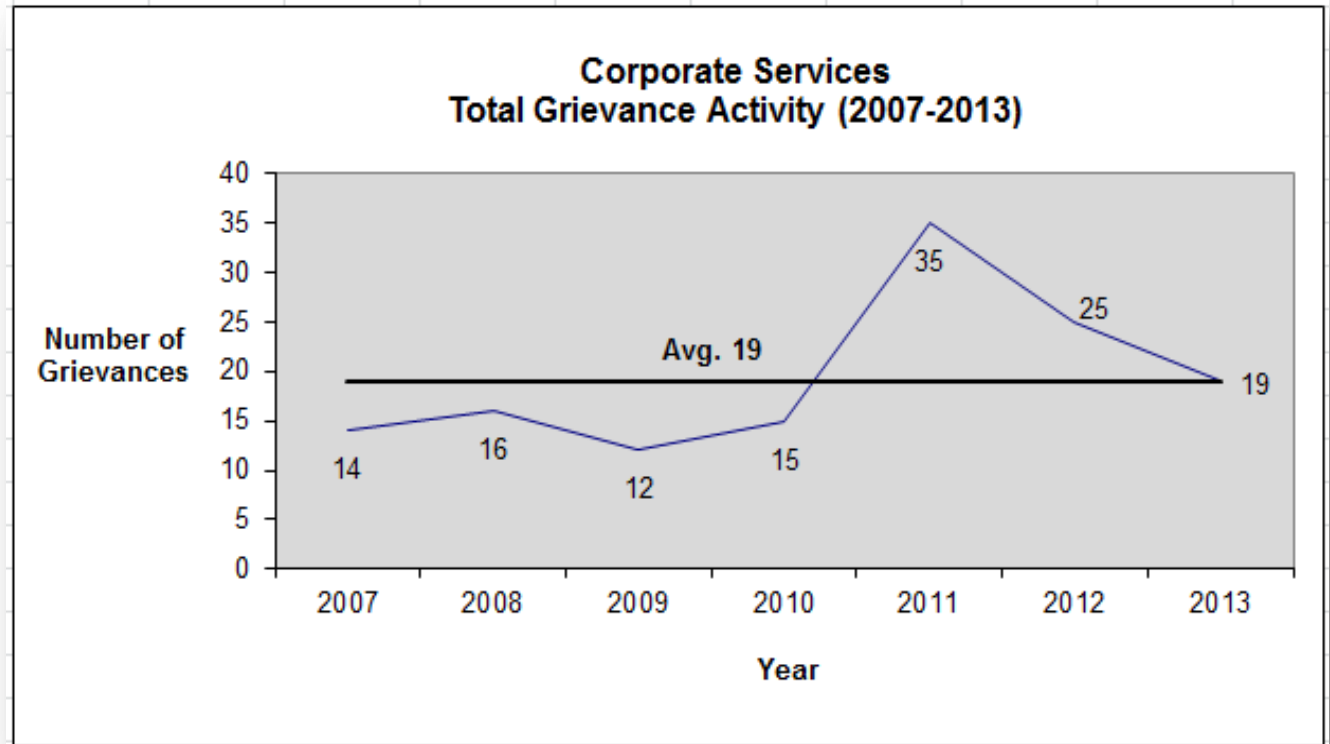
Total Grievance Activity

Planning & Economic Development (2007 – 2013):



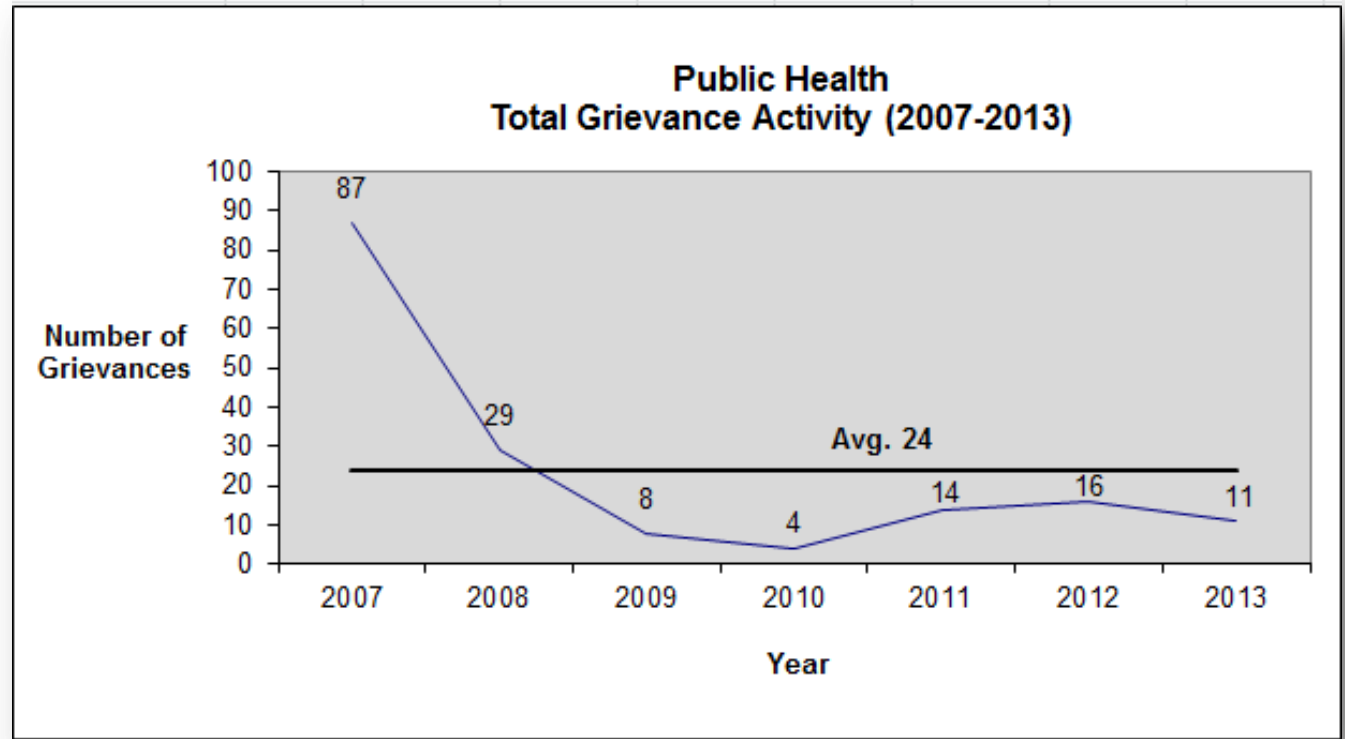
Total Grievance Activity

Corporate Services (2007 – 2013):



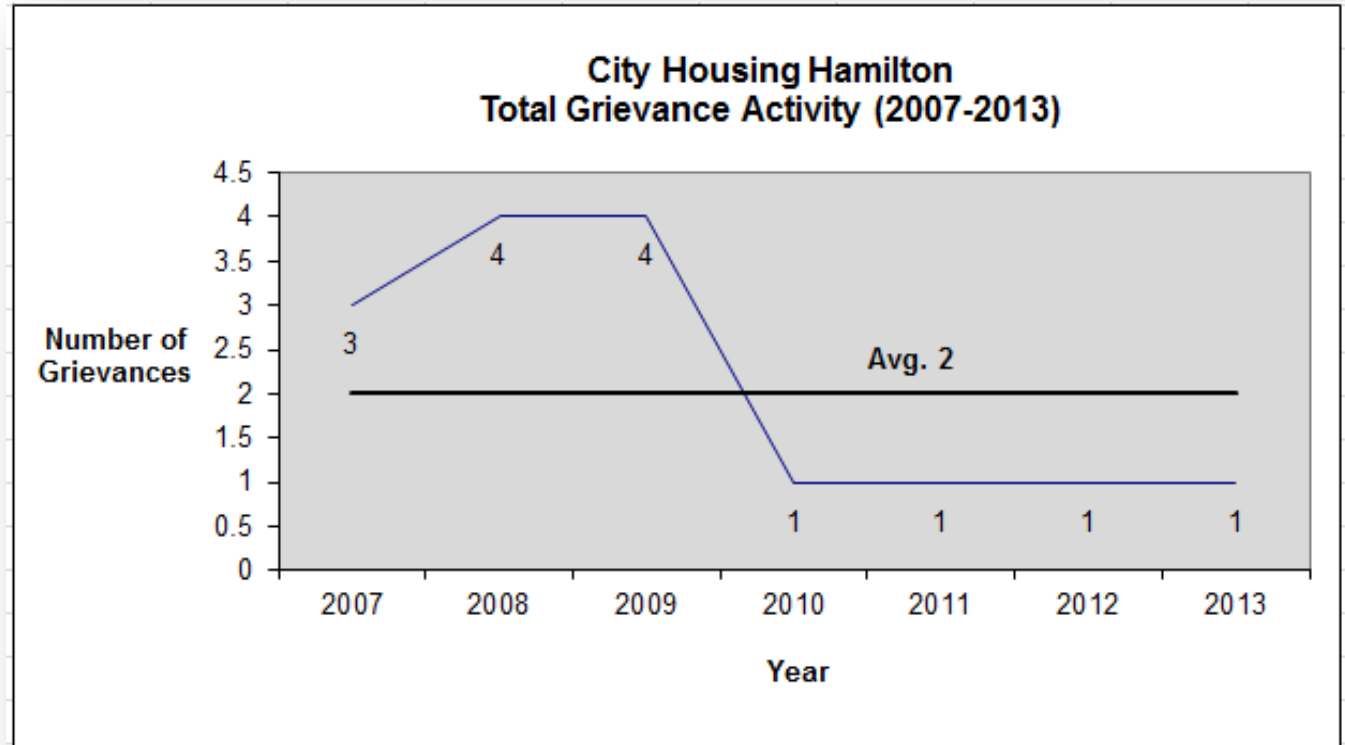
Total Grievance Activity

Public Health (2007 – 2013):

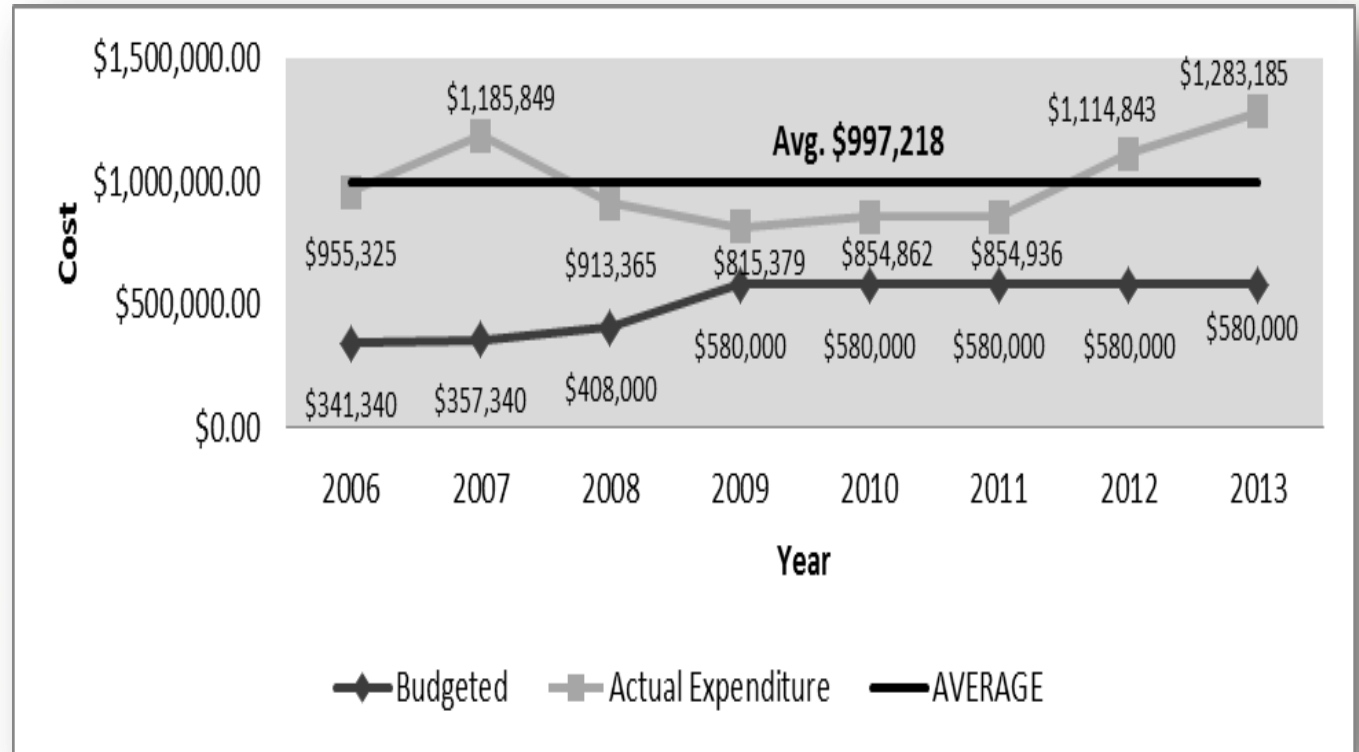


Total Grievance Activity

City Housing Hamilton (2007 – 2013):



Total Legal, Arbitration & Mediation Costs (2006-2013):



2013 Collective Agreement Settlements:

Collective Agreements	Status	Term	Wages	Agreement Date
GHVFFA 911 (CLAC)	Settled	January 1, 2012 – December 31, 2015	2012 - 0% 2013 – 1.9% 2014 – 1.9% 2015 – 1.9%	January 10, 2013
CUPE 1041	Settled	January 1, 2011 – December 31, 2014	2011 – 0% 2012 – 1.9% 2013 – 1.9% 2014 – 1.9%	May 17, 2013
Outstanding Collective Agreements				
HPFFA 288	Mediation	April 1, 2009 – March 31, 2012	N/A	<i>Arbitration Dates: TBD</i>
OPSEU 256	Interest Arbitration	April 1, 2009 – March 31, 2012	N/A	<i>Arbitration Dates: March 18, 2014 April 17, 2014</i>
CUPE 5167 Lodges	Interest Arbitration	April 1, 2009 – March 31, 2011	N/A	<i>Arbitration Dates: April 15, 2014</i>



Labour Relations

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