

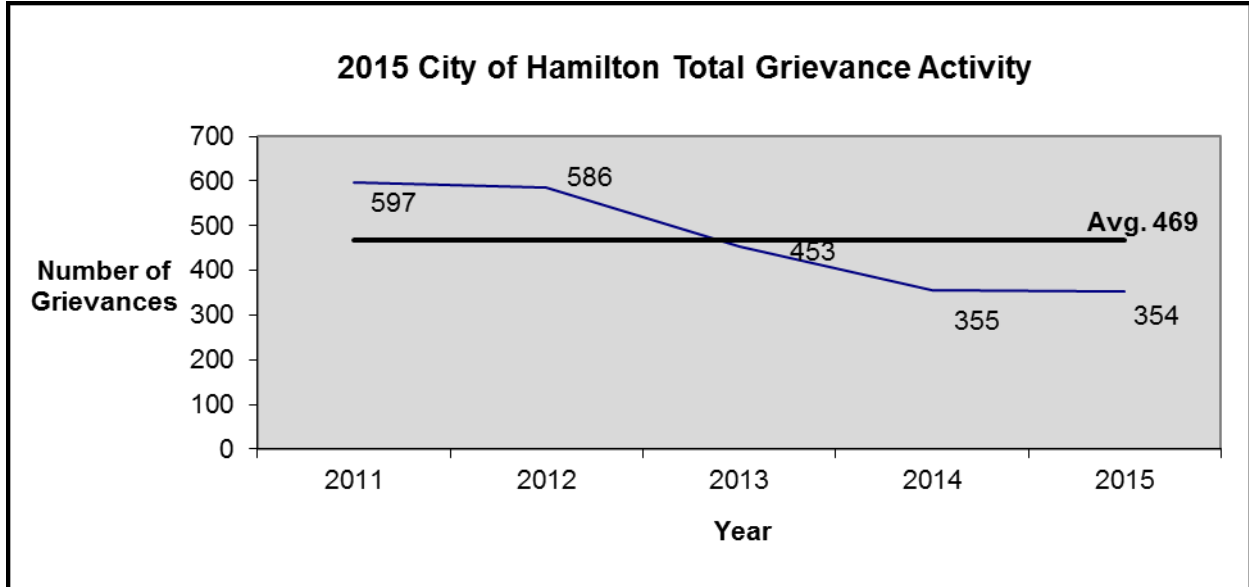
## Union Demographics 2015

Union Group	Number of Members*	Percentage of CoH's Unionized Workforce	Number of Grievances	Per Capita Grievance Rate
HOWEA	46	0.7%	14	0.304
ONA Lodges	46	0.7%	7	0.152
OPSEU 256	312	5.0%	40	0.128
CUPE 1041	324	5.2%	33	0.102
CUPE 5167 Inside/Outside	3214	51.5%	190	0.059
CUPE 5167 CH	18	0.3%	1	0.056
ATU 107	704	11.3%	33	0.047
HPFFA 288	526	8.4%	19	0.036
ONA Public Health	174	2.8%	3	0.017
CUPE 5167 Lodges	636	10.2%	11	0.017
GHVFFA 911	230	3.7%	3	0.013
IUOE	7	0.1%	0	0.000
<b>Total</b>	<b>6237</b>	<b>100%</b>	<b>354</b>	<b>0.057</b>

\* # of members data as of Dec 31, 2015

**Grievance Analysis 2015**

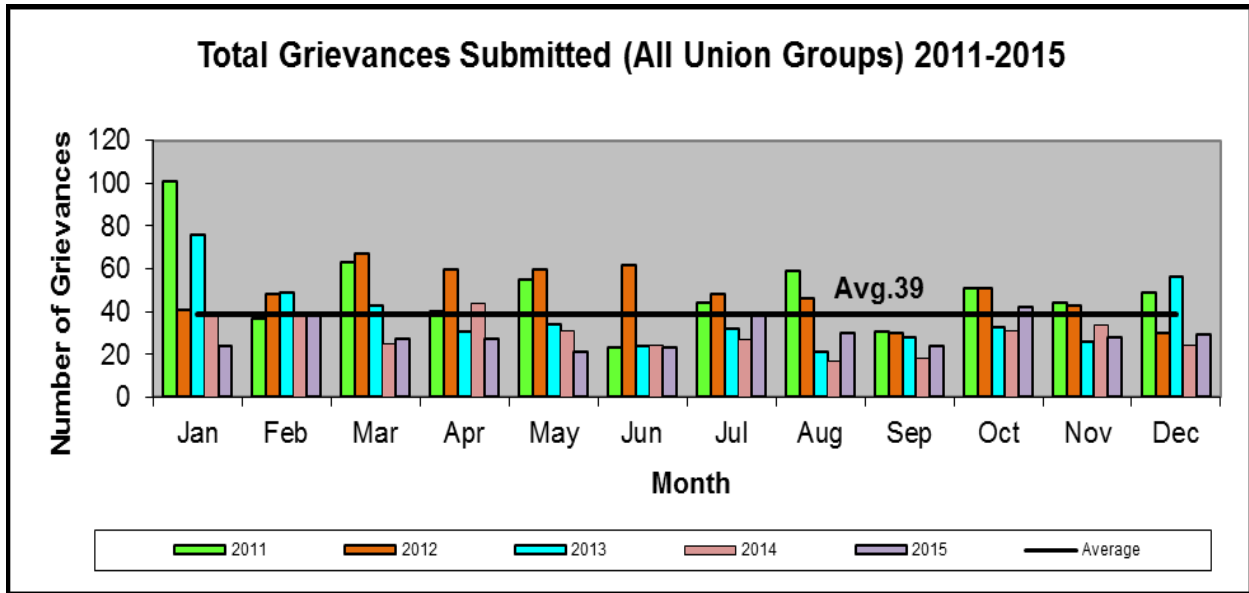
**Total Grievances per Year (2011-2015):**



**Chart Data:**

City of Hamilton	2011	2012	2013	2014	2015	Average
<b>Total</b>	597	586	453	355	354	469
<b>Percentage (Increase/Decrease)</b>	26%	-2%	-23%	-22%	-1%	- 4%

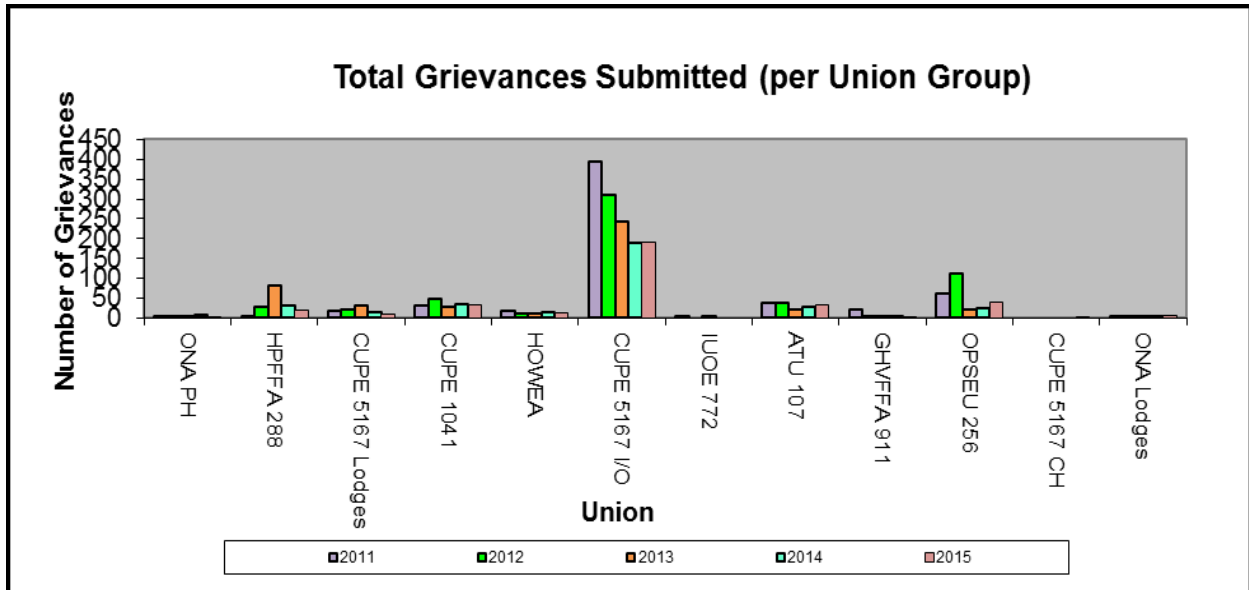
**Month-by-Month Grievance Analysis (2011-2015):**  
(Inclusive of All City of Hamilton Union Groups)



**Chart Data:**

Month	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
January	101	41	76	40	24	-40%
February	37	48	49	40	39	-3%
March	63	67	43	25	27	8%
April	40	60	31	44	27	-39%
May	55	60	34	31	21	-32%
June	23	62	24	24	23	-4%
July	44	48	32	27	39	44%
August	59	46	21	17	30	76%
September	31	30	28	18	24	33%
October	51	51	33	31	42	35%
November	44	43	26	34	28	-18%
December	49	30	56	24	30	25%
<b>Average</b>	<b>50</b>	<b>49</b>	<b>38</b>	<b>30</b>	<b>30</b>	<b>N/A</b>

**Union Grievance Activity (2011-2015):**



**Chart Data:**

Union Groups	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
ONA PH	4	3	3	8	3	-63%
HPFFA 288	1	30	82	33	19	-42%
CUPE 5167 Lodges	20	23	33	15	11	-27%
CUPE 1041	33	49	29	36	33	-8%
HOWEA	17	11	10	15	14	-7%
CUPE 5167 I/O	393	310	244	191	190	-1%
IUOE 772	2	0	1	0	0	0%
ATU 107	39	40	23	28	33	18%
GHVFFA 911	21	5	3	2	3	50%
OPSEU 256	63	113	21	26	40	54%
CUPE 5167 CH	N/A	N/A	N/A	N/A	1	100%
ONA Lodges	4	2	4	1	7	600%
<b>Total</b>	<b>597</b>	<b>586</b>	<b>453</b>	<b>355</b>	<b>354</b>	<b>-1%</b>

**Grievance Status (2011-2015):**

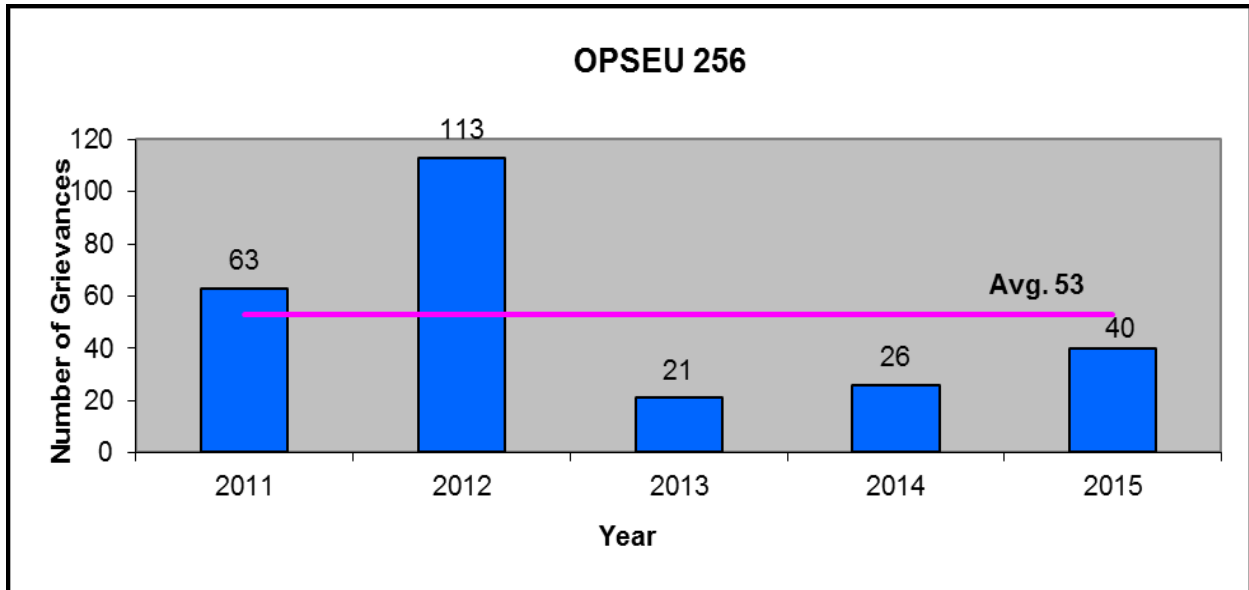
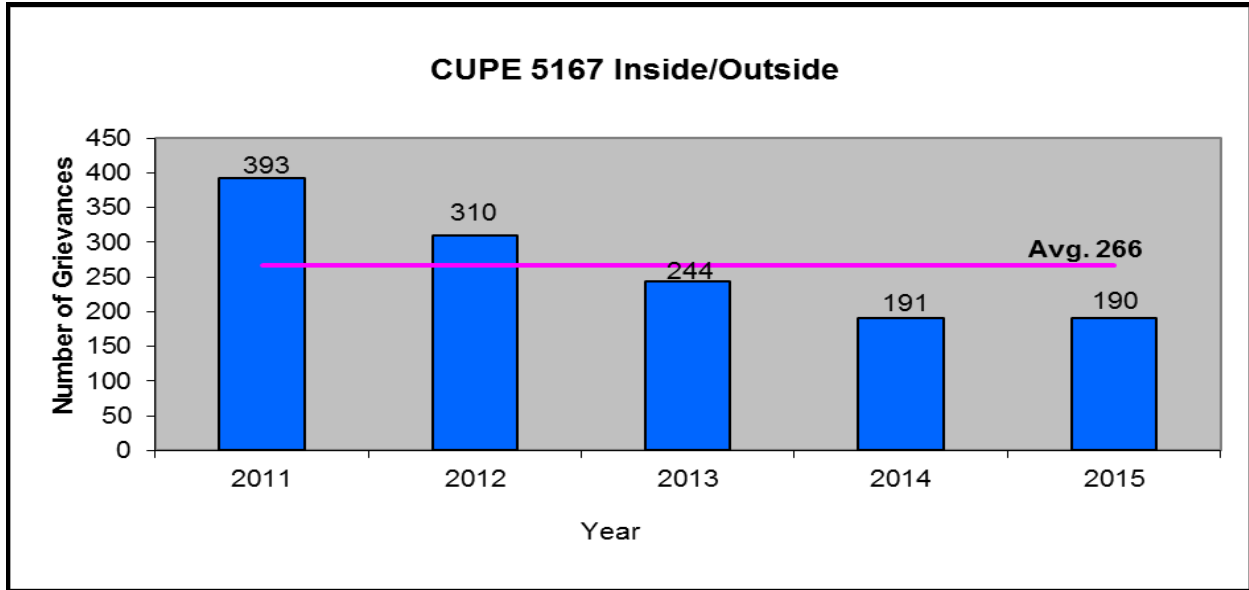
**City of Hamilton: Active/Resolved Grievances (2011-2015)**

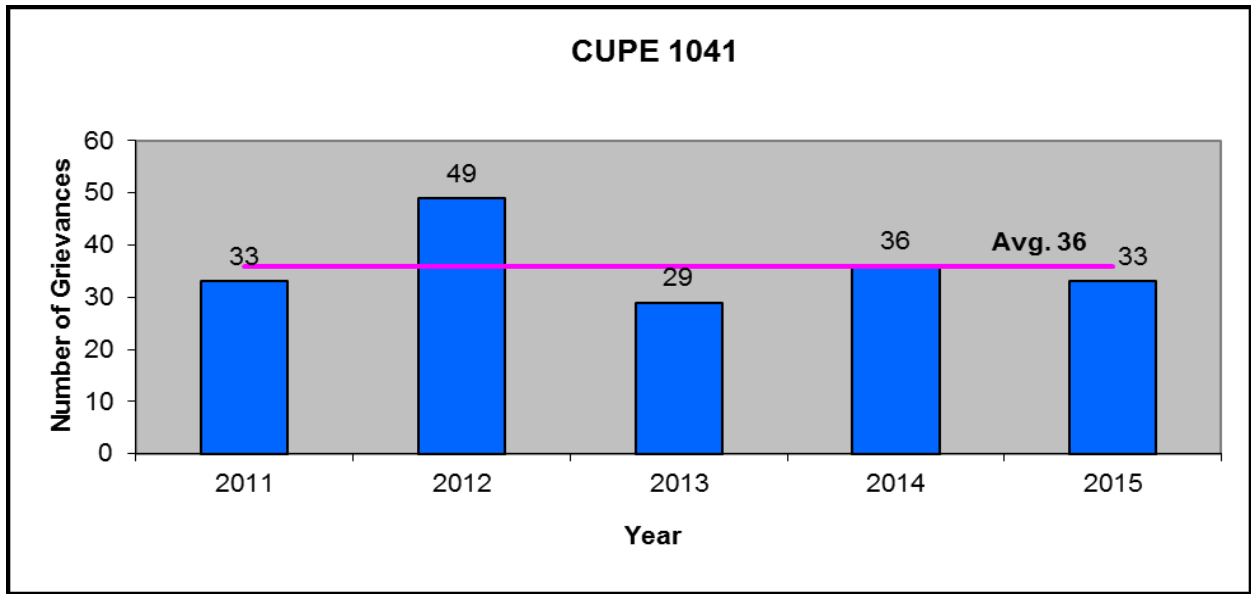
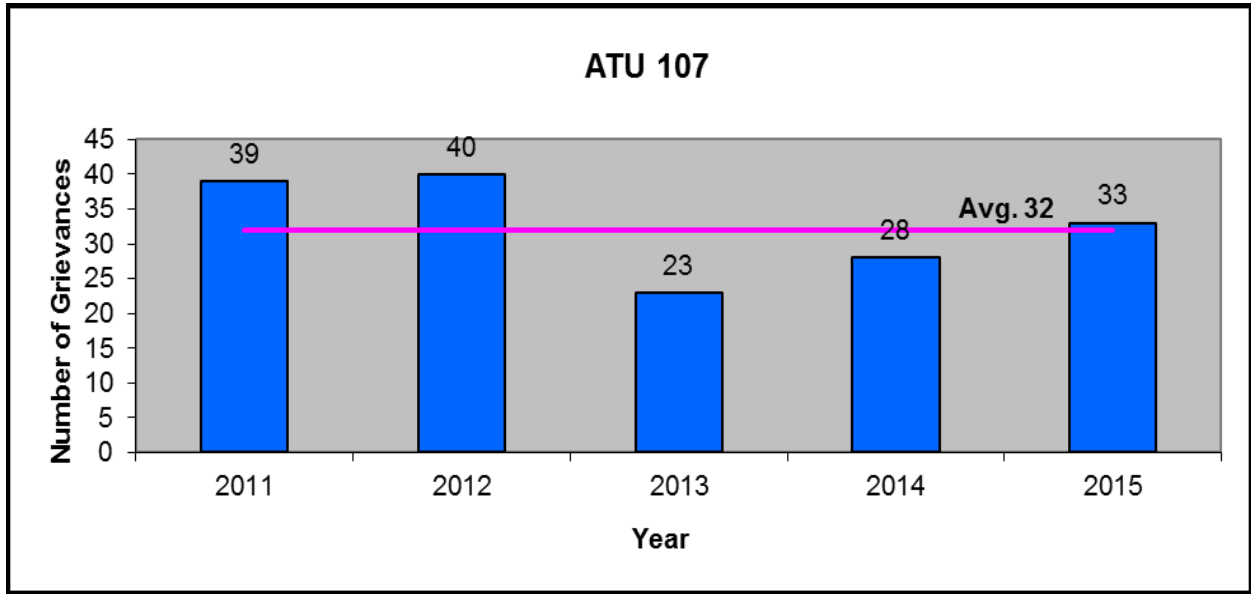
Year	Number of Grievances	Number of Active Grievances	Number of Settled Grievances	Overall Percentage of Active Grievances
2011	597	59	538	9.9%
2012	586	57	529	9.7%
2013	453	66	387	14.6%
2014	355	91	264	25.6%
2015	354	221	133	62.4%
<b>Total</b>	<b>2345</b>	<b>494</b>	<b>1851</b>	<b>21.1%</b>

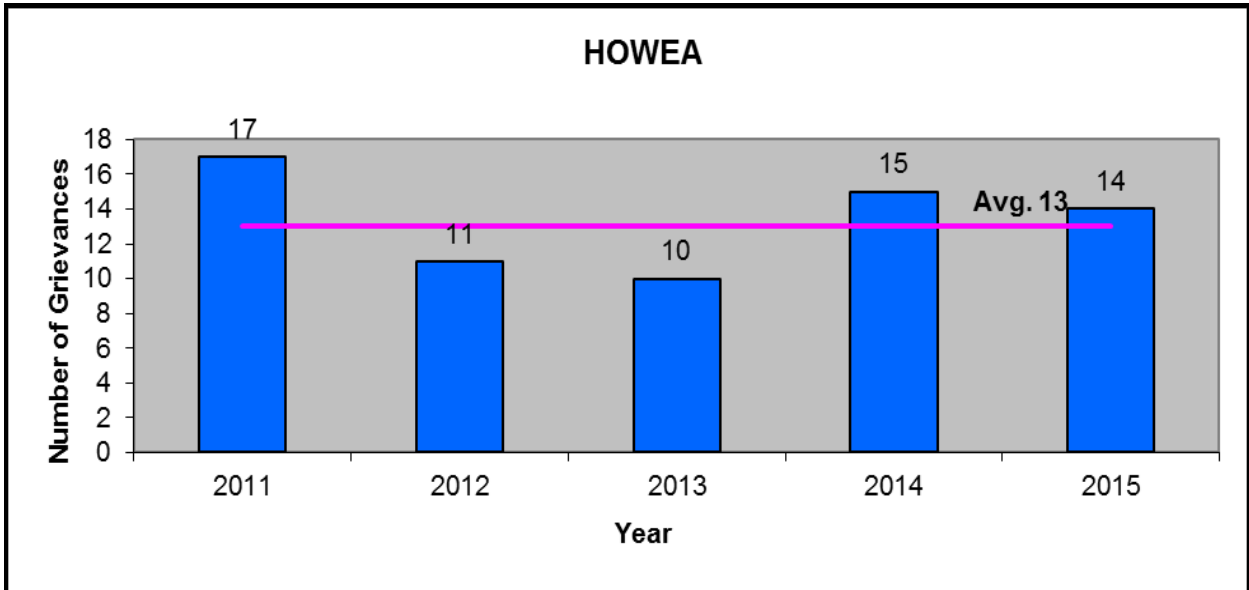
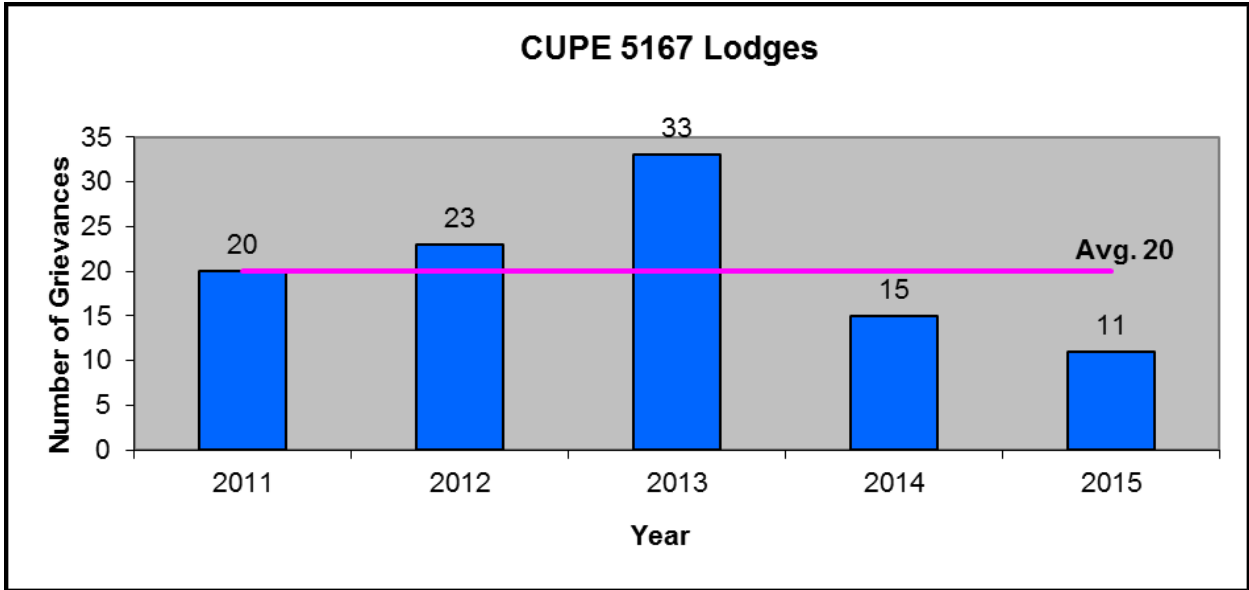
**Union Group: Active/Resolved Grievances (2015)**

Grievance Activity (2015)	Filed	Active	Resolved
CUPE 5167 I/O	190	118	72
OPSEU 256	40	22	18
CUPE 1041	33	20	13
ATU 107	33	23	10
HPFFA 288	19	14	5
HOWEA	14	8	6
CUPE Lodges	11	6	5
ONA Lodges	7	6	1
ONA PH	3	1	2
GHVFFA 911	3	3	0
CUPE 5167 CH	1	0	1
IUOE 772	0	0	0
<b>Total</b>	<b>354</b>	<b>221</b>	<b>133</b>

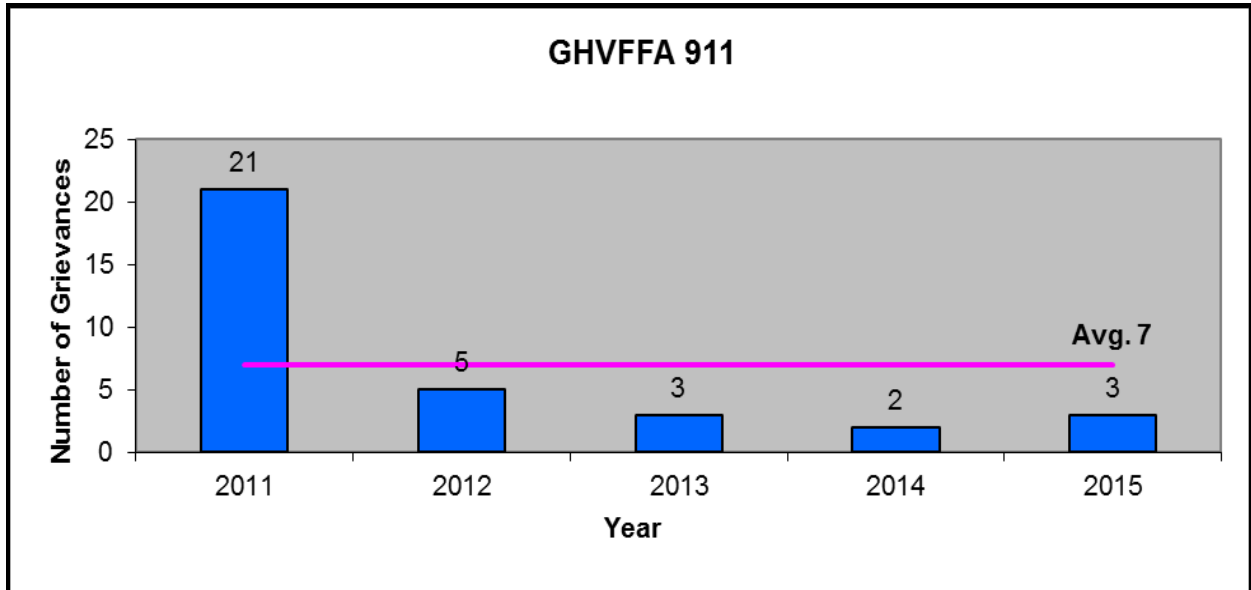
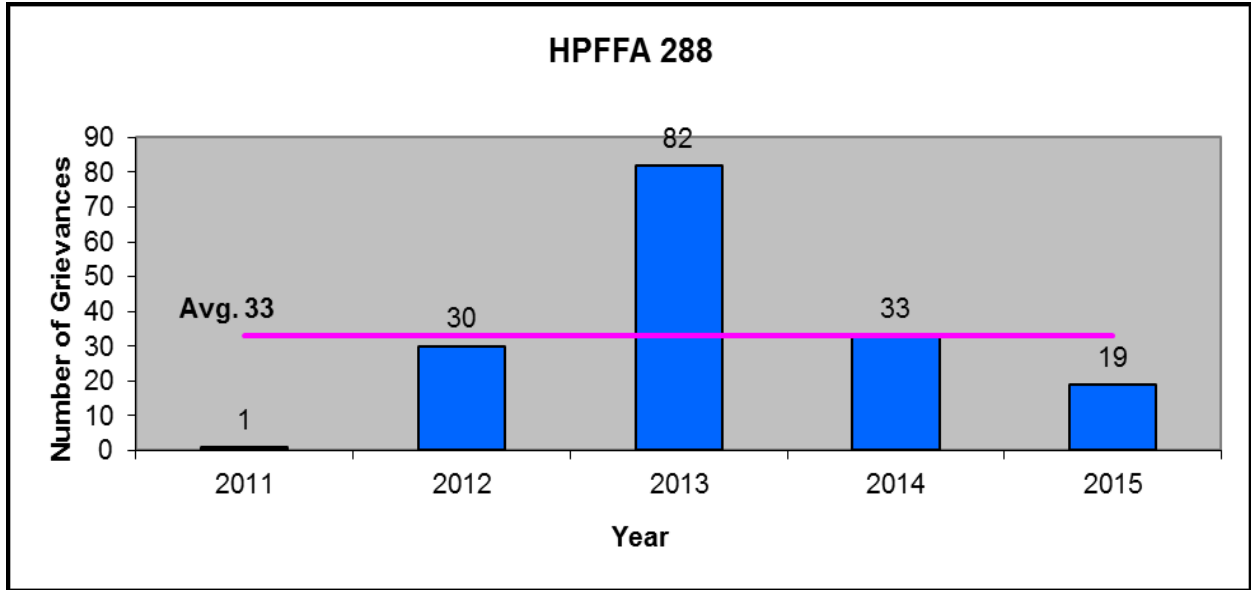
**Total Grievances by Union (2011-2015):**

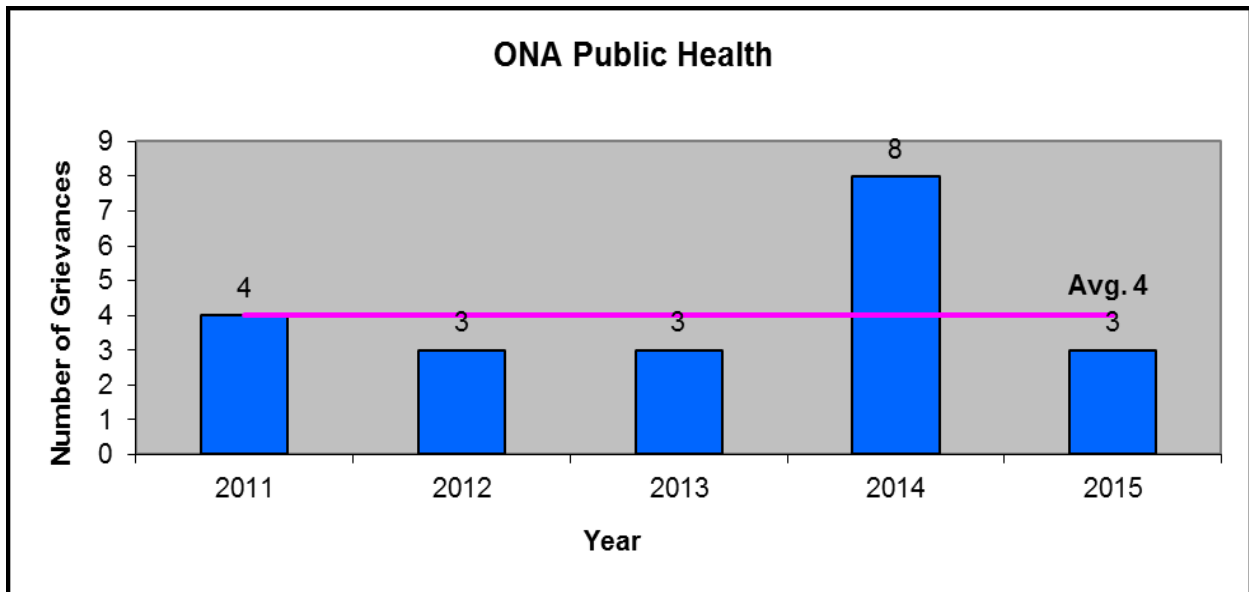
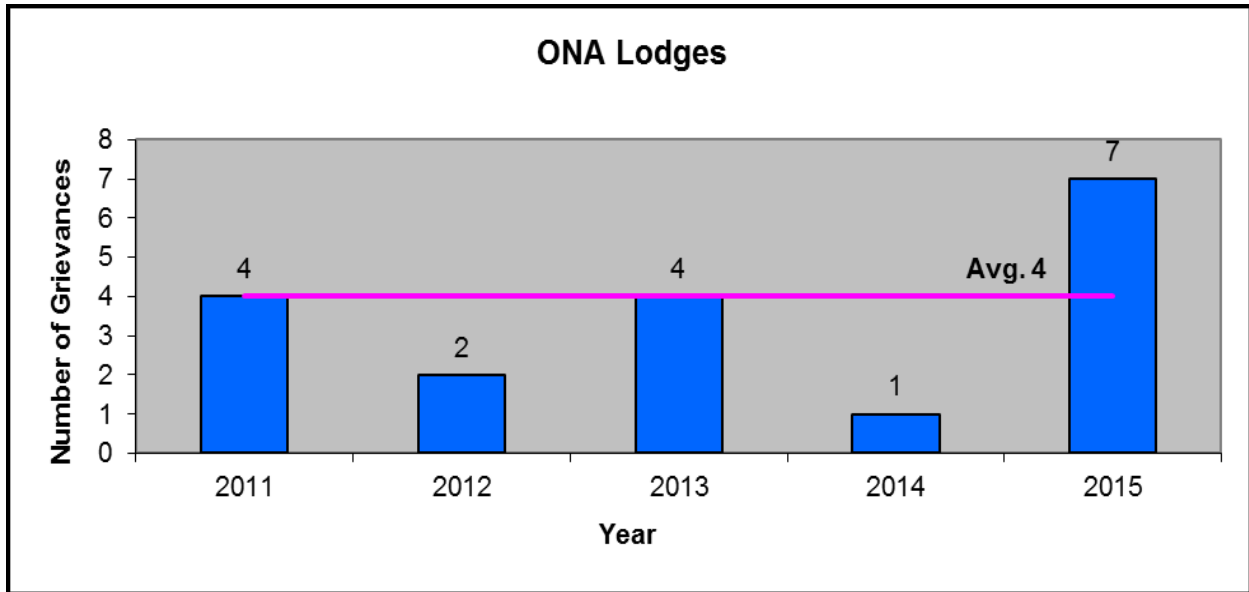






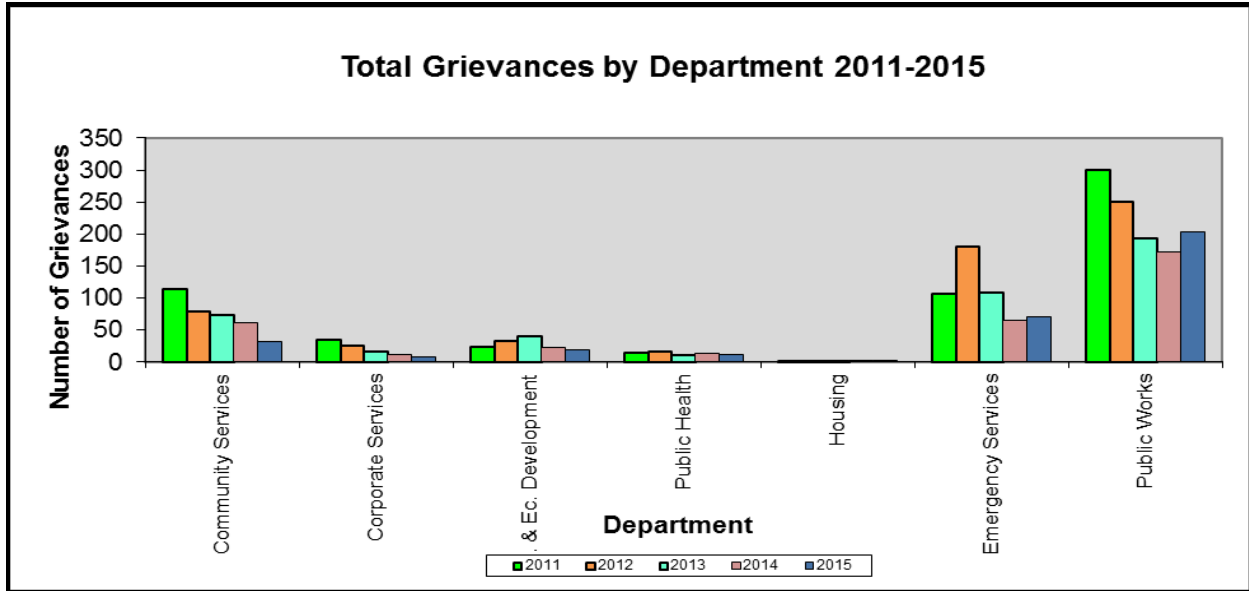






## Total Grievances by Department

### Total Grievances by Department Summary (2011-2015):



### Chart Data:

Department	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
Community Services	114	78	74	61	31	-49%
Corporate Services	35	25	17	12	7	-42%
Pl. & Ec. Development	24	32	40	22	18	-18%
Public Health	14	16	11	14	12	-14%
Housing	1	1	1	2	2	0%
Emergency Services	107	181	108	65	71	9%
<b>Fire</b>	<b>23</b>	<b>35</b>	<b>85</b>	<b>35</b>	<b>22</b>	<b>-37%</b>
<b>Paramedics</b>	<b>86</b>	<b>146</b>	<b>23</b>	<b>30</b>	<b>49</b>	<b>63%</b>
Public Works	300	250	193	171	203	19%
City-Wide	2	4	9	8	10	25%
<b>Total</b>	<b>597</b>	<b>587</b>	<b>453</b>	<b>355</b>	<b>354</b>	<b>-1%</b>

**Percentage of Overall Grievance Submission per Department (2015):**

Department	Number of Employees	Number of Non-Unionized Employees	Number of Unionized Employees**	Percent of Unionized Employees within Department	Percent of Unionized Employees of COH	Number of Grievances*	Percent of Overall Grievances	Per Capita Grievance Rate
Public Works	2262	231	2031	90%	33%	203	59%	0.10
Planning & Economic Development	817	359	458	56%	7%	18	5%	0.04
Community & Emergency Services	3587	646	2941	82%	47%	102	30%	0.03
Public Health	488	82	406	83%	7%	12	3%	0.03
Corporate Services	390	143	247	63%	4%	7	2%	0.03
Housing	207	111	96	46%	2%	2	1%	0.02
CMO	203	168	35	17%	1%	0	0%	0.00
<b>Total</b>	<b>7954</b>	<b>1740</b>	<b>6214</b>	<b>78%</b>	<b>100%</b>	<b>344</b>	<b>100%</b>	<b>0.06</b>

\*City-wide (Policy) grievances, N=10 (not attributed to any specific department)

\*\*\* 5 Temporary workers are not included

\*\*\*\* 18 unionized employees CUPE 5167 NEW group not included

## Grievance Categories

### Grievance Category Comparison (2014-2015):

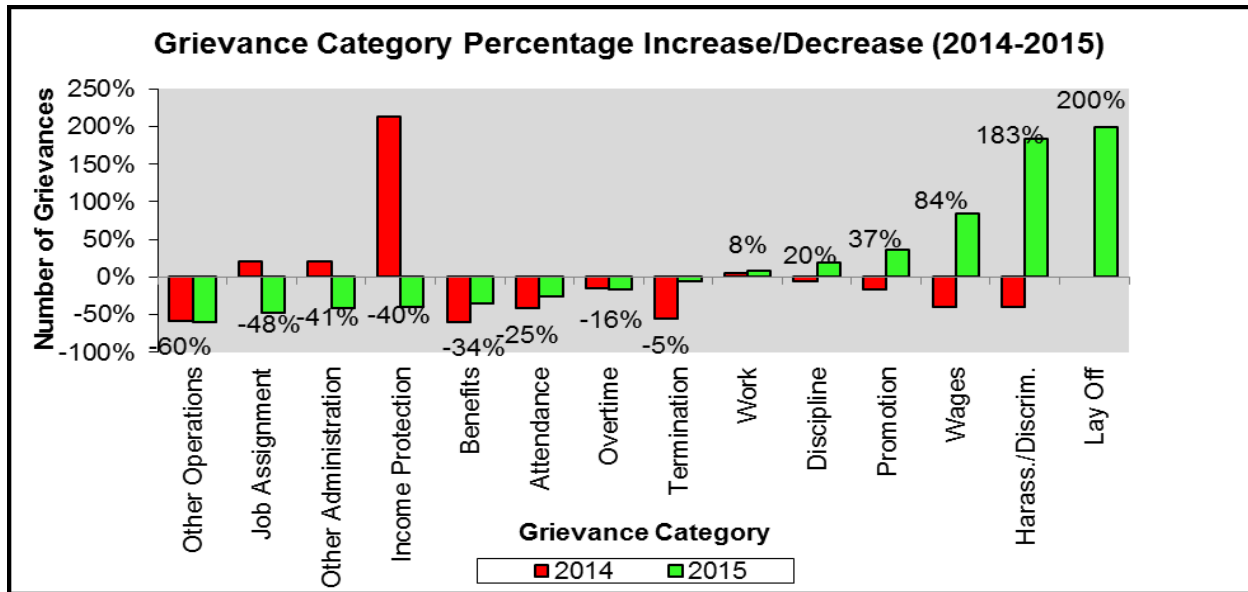


Chart Data:

Grievance Category	No. of Grievances (2014)	% of Grievances filed (2014)	2014 Percentage Increase/Decrease	No. of Grievances (2015)	% of Grievances filed (2015)	2015 Percentage Increase/Decrease
Other Operations	5	1%	-58%	2	1%	-60%
Job Assignment	23	6%	21%	12	3%	-48%
Other Administration	17	5%	21%	10	3%	-41%
Income Protection	25	7%	213%	15	4%	-40%
Benefits	32	9%	-60%	21	6%	-34%
Attendance	16	5%	-42%	12	3%	-25%
Overtime	69	19%	-15%	58	16%	-16%
Termination	20	6%	-56%	19	5%	-5%
Work	24	7%	5%	26	7%	8%
Discipline	70	20%	-5%	84	24%	20%
Promotion	27	8%	-16%	37	10%	37%
Wages	19	5%	-39%	35	10%	84%
Harass./Discrim.	6	2%	-40%	17	5%	183%
Lay Off	2	1%	0%	6	2%	200%
<b>Total</b>	<b>355</b>	<b>100%</b>	<b>-23%</b>	<b>354</b>	<b>100%</b>	<b>-1%</b>

## **Grievance Categories**

**Promotion:** Job postings, Promotion, Demotion, Complement, Vacancies, Testing;

**Attendance:** Vacation, Stat Holidays, AWOL, Leave of Absence, Bereavement, ASMP, Lieu Bank, Sick Bank, Flex Time;

**Harassment/Discrimination:** Harassment, Discrimination, Human Rights, Toxic/Poisonous Workplace;

**Discipline:** Verbal, Written, Suspension, Discipline;

**Termination:** Termination, Severance;

**Benefits:** Health Benefits, Life Insurance, OMERS, AD&D, Benefits;

**Income Protection:** STD, IPP, LTD, Work Accommodation, Return to Work, Doctors Note, Bridging;

**Overtime:** Overtime, Call-in, Call-out, Standby, Continuation of the work day;

**Wages:** Wages, Hours of Work, Premium Pay, Shift Premiums, Meal Allowance, Compensation, Acting Pay, Job Evaluation, Retro Pay, Union Dues;

**Job Assignment:** Seniority, Conditions of Employment, Restructuring, Transfer, Job Location, Job Share, Shift Change;

**Lay-off:** Lay-off, Recall, Bumping, Shift Schedule;

**Work:** Duties, Scope, Work of the Bargaining Unit, Contracting Out, Union Representation, Technological Change, Workplace Safety, Meal Breaks;

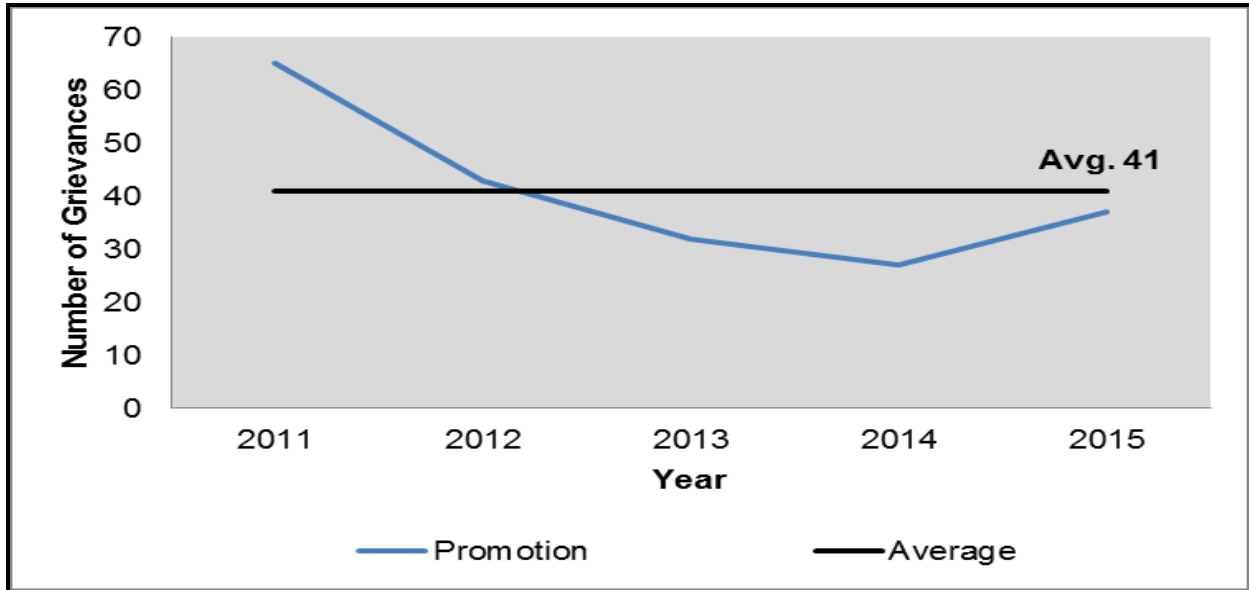
**Other Admin.:** Parking, Mileage, City Vehicle, Bus Pass, Corporate Policy, Confidentiality, Tuition Reimbursement, Performance Appraisal, Admin-other;

**Other Operations:** Clothing Allowance, Cleaning Allowance, Clothing/Uniform, Safety Wear, Training, Missed Page.

**Grievance Categories, by Union (2011-2015):**

**Promotion**

Job postings, Promotion, Demotion, Complement, Vacancies, Testing



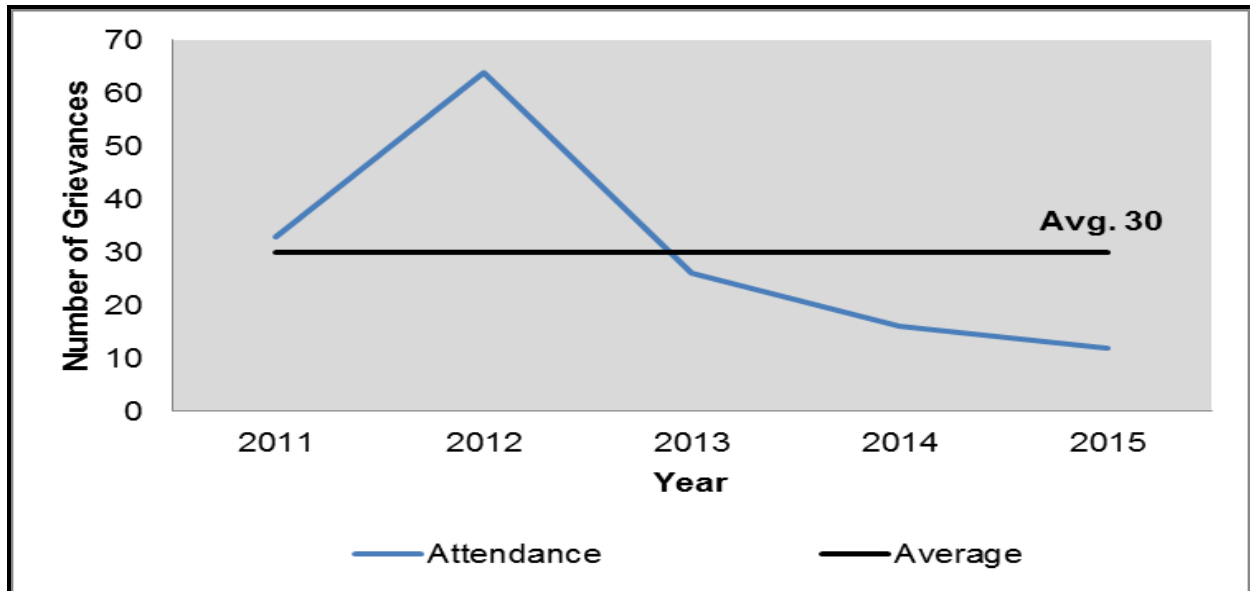
**Chart Data:**

Promotion	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
CUPE 1041	4	3	1	4	1	-75%
CUPE 5167 Lodges	1	1	0	3	1	-67%
CUPE 5167 Outside	19	14	11	12	9	-25%
GHVFFA 911	0	0	1	0	0	0%
HOWEA	0	0	1	0	0	0%
HPFFA 288	0	1	0	0	0	0%
ONA Lodges	0	0	0	0	0	0%
CUPE 5167 Inside	30	17	15	8	11	38%
ONA Public Health	0	0	0	0	1	100%
OPSEU 256	4	4	0	0	4	400%
ATU 107	7	3	3	0	10	1000%
<b>Total</b>	<b>65</b>	<b>43</b>	<b>32</b>	<b>27</b>	<b>37</b>	<b>37%</b>

**Grievance Categories, by Union (2011-2015):**

**Attendance**

Vacation, Stat Holidays, AWOL, Leave of Absence, Bereavement, ASMP, Lieu Bank, Sick Bank, Flex Time



**Chart Data:**

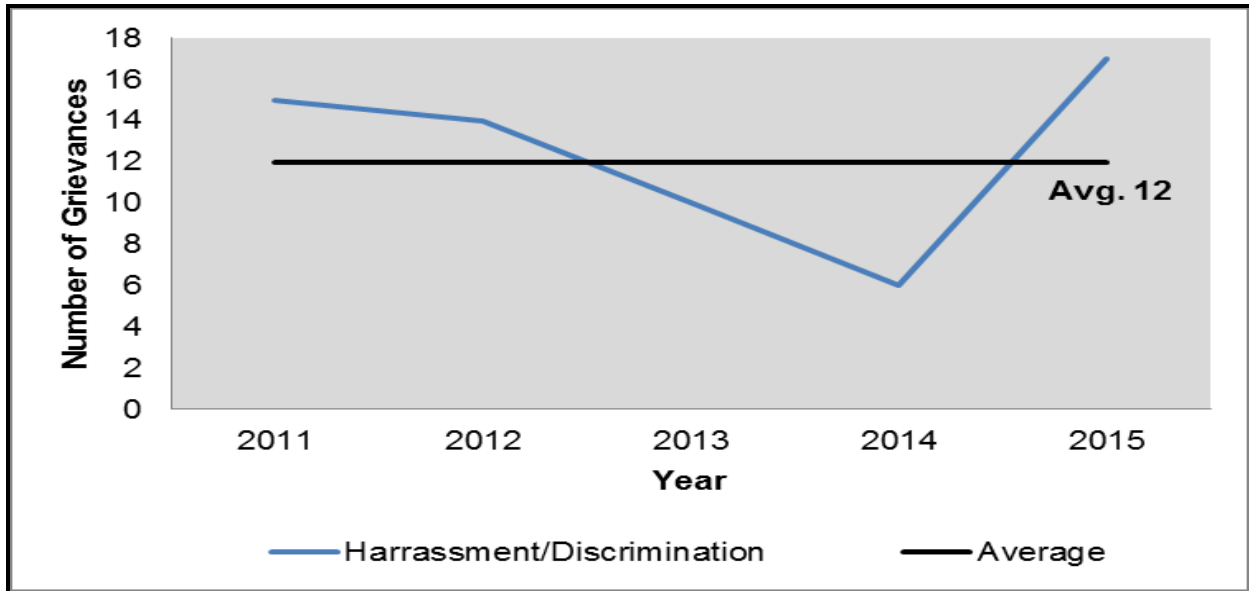
Attendance	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
CUPE 1041	1	0	1	4	1	-75%
CUPE 5167 Inside	6	11	4	7	2	-71%
OPSEU 256	12	36	10	3	2	-33%
HOWEA	0	1	1	0	0	0%
IUOE	1	0	1	0	0	0%
HPFFA 288	0	1	0	0	0	0%
GHVFFA 911	0	0	0	0	0	0%
ONA Lodges	0	0	0	0	0	0%
CUPE 5167 Lodges	0	2	4	2	2	0%
ATU 107	6	1	2	0	1	100%
ONA Public Health	0	0	1	0	1	100%
CUPE 5167 Outside	7	12	2	0	3	300%
<b>Total</b>	<b>33</b>	<b>64</b>	<b>26</b>	<b>16</b>	<b>12</b>	<b>-25%</b>



**Grievance Categories, by Union (2011-2015):**

**Harassment & Discrimination**

Harassment, Discrimination, Human Rights, Toxic/Poisonous Workplace



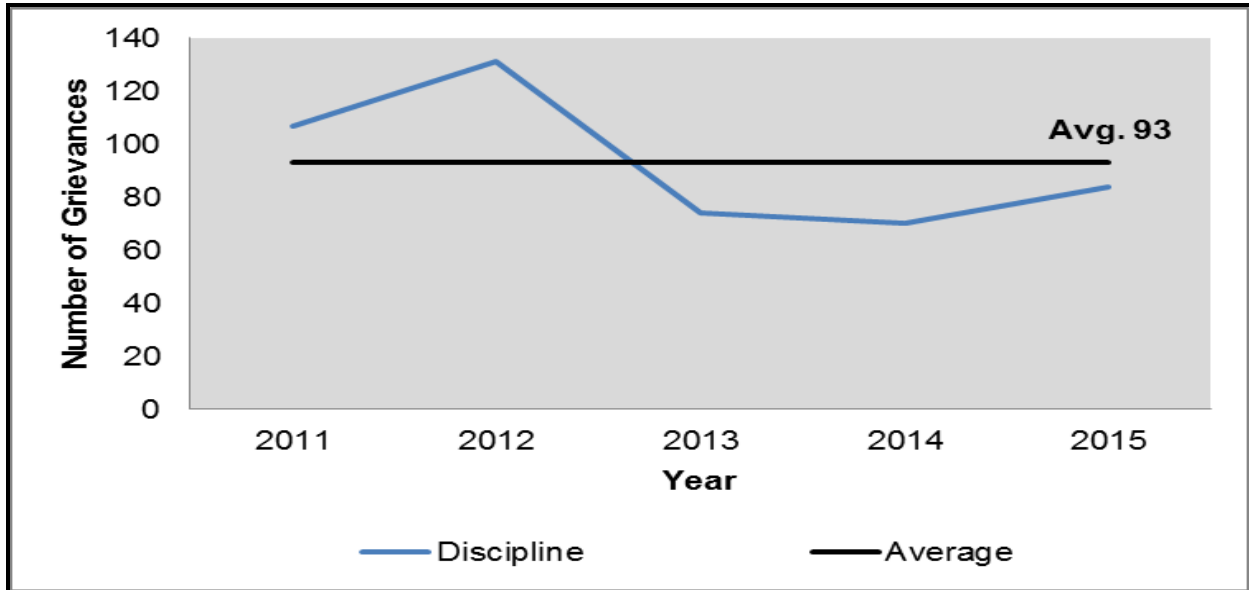
**Chart Data:**

Harassment/Discrimination	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
HPFFA 288	0	0	0	1	0	-100%
ONA Public Health	1	0	0	1	0	-100%
CUPE 5167 Inside	4	3	2	1	0	-100%
GHVFFA 911	0	0	0	0	0	0%
HOWEA	2	0	0	0	0	0%
ONA Lodges	2	0	0	0	0	0%
CUPE 5167 Lodges	1	1	0	0	1	100%
ATU 107	2	3	1	1	3	200%
OPSEU 256	1	2	0	0	2	200%
CUPE 5167 Outside	1	5	5	0	3	300%
CUPE 1041	1	0	2	2	9	350%
<b>Total</b>	<b>15</b>	<b>14</b>	<b>10</b>	<b>6</b>	<b>18</b>	<b>200%</b>

**Grievance Categories, by Union (2011-2015):**

**Discipline**

Verbal, Written, Suspension, Discipline



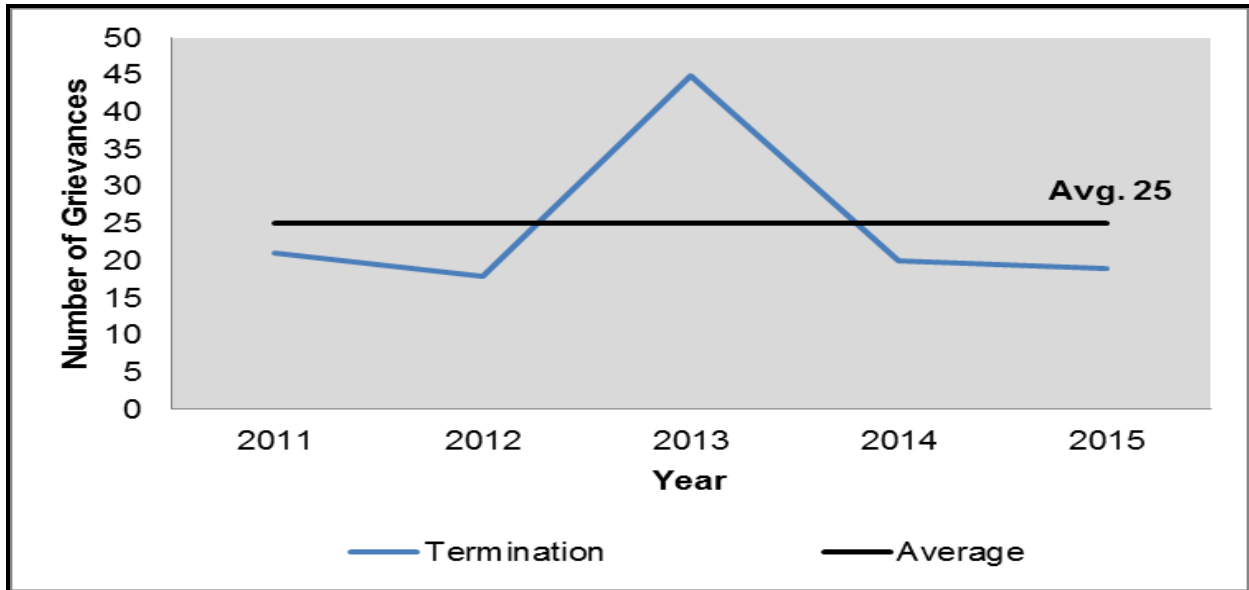
**Chart Data:**

Discipline	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
GHVFFA 911	3	1	1	1	0	-100%
HPFFA 288	0	0	0	1	0	-100%
ONA Lodges	2	0	1	1	0	-100%
ONA Public Health	1	0	2	0	0	0%
OPSEU 256	0	14	1	0	0	0%
ATU 107	8	7	4	10	11	10%
CUPE 5167 Outside	42	48	17	31	35	13%
CUPE 5167 Inside	40	41	32	24	30	25%
CUPE 5167 Lodges	2	9	7	1	2	100%
HOWEA	2	3	0	0	1	100%
CUPE 1041	7	8	9	1	5	400%
<b>Total</b>	<b>107</b>	<b>131</b>	<b>74</b>	<b>70</b>	<b>84</b>	<b>20%</b>

**Grievance Categories, by Union (2011-2015):**

**Termination**

Termination, Severance



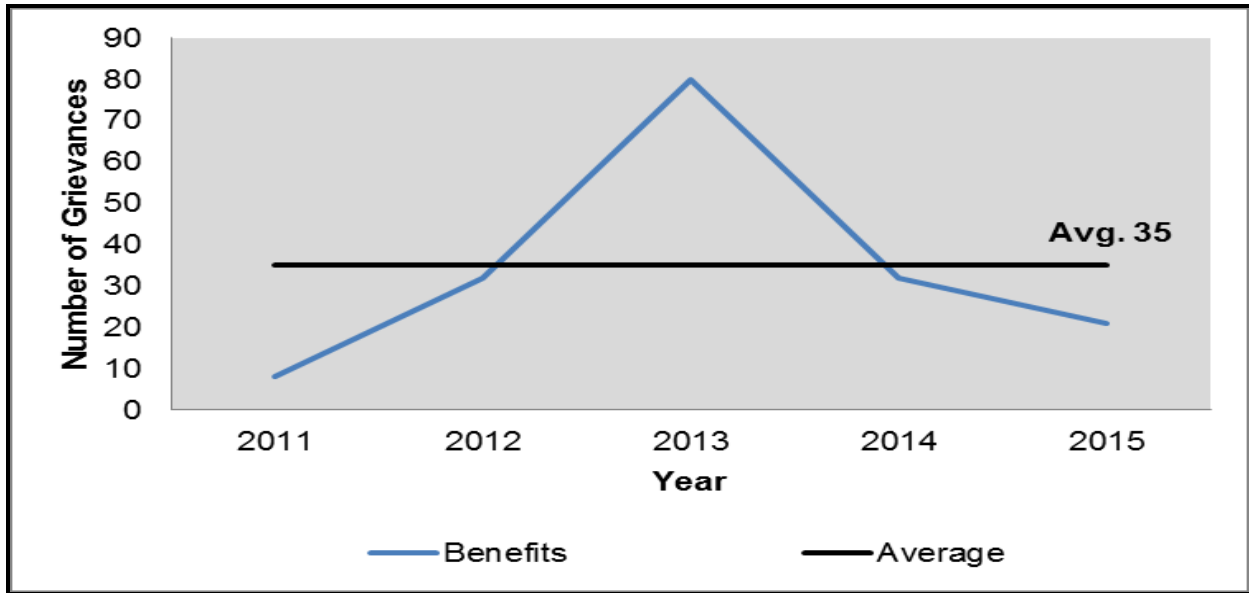
**Chart Data:**

Termination	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
ONA Public Health	0	0	0	2	0	-200%
CUPE 1041	2	0	1	1	0	-100%
CUPE 5167 Inside	6	10	4	9	1	-89%
ATU 107	3	2	2	2	2	0%
CUPE 5167 Lodges	3	0	2	2	2	0%
HPFFA 288	0	1	0	0	0	0%
ONA Lodges	0	1	0	0	0	0%
HOWEA	0	0	0	0	0	0%
OPSEU 256	1	1	0	0	1	100%
CUPE 5167 CH	N/A	N/A	N/A	N/A	1	100%
CUPE 5167 Outside	6	3	36	4	10	150%
GHVFFA 911	0	0	0	0	2	200%
<b>Total</b>	<b>21</b>	<b>18</b>	<b>45</b>	<b>20</b>	<b>19</b>	<b>-5%</b>

**Grievance Categories, by Union (2011-2015):**

**Benefits**

Health Benefits, Life Insurance, OMERS, AD&D, Benefits



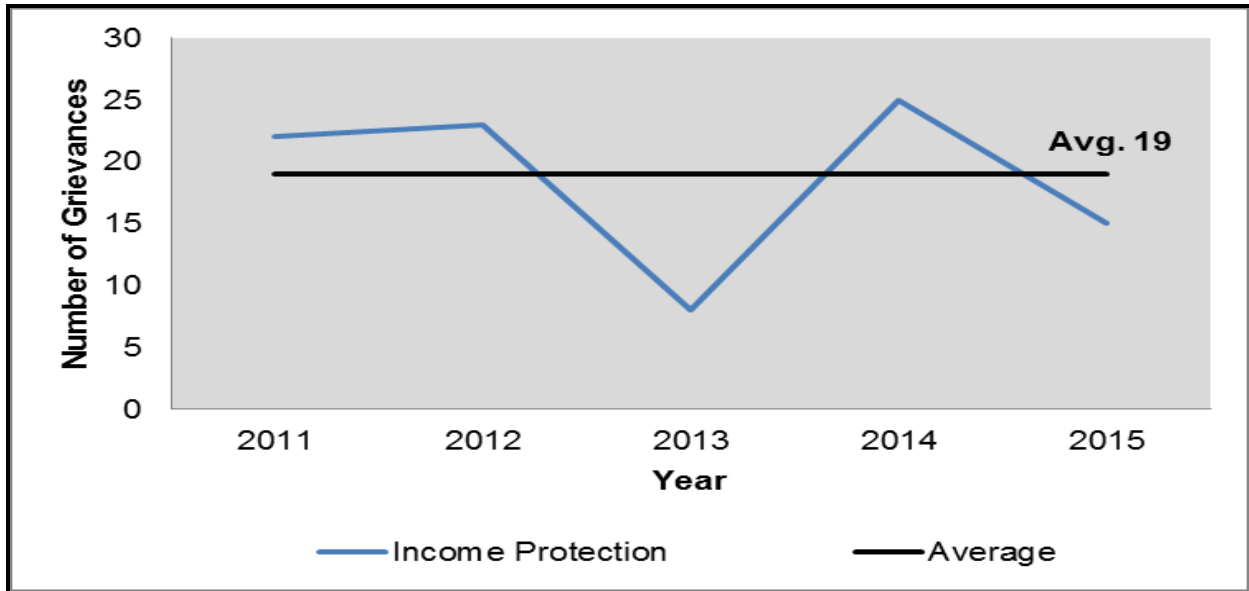
**Chart Data:**

Benefits	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
CUPE 5167 Outside	4	0	1	1	0	-100%
CUPE 5167 Inside	0	2	3	2	1	-50%
HPFFA 288	1	21	74	24	13	-46%
CUPE 1041	0	0	0	3	2	-33%
CUPE 5167 Lodges	0	0	0	0	0	0%
GHVFFA 911	0	0	0	0	0	0%
HOWEA	0	0	0	0	0	0%
ONA Lodges	0	0	0	0	0	0%
ONA Public Health	0	0	0	0	0	0%
ATU 107	2	4	2	1	2	100%
OPSEU 256	1	5	1	1	3	200%
<b>Total</b>	<b>8</b>	<b>32</b>	<b>81</b>	<b>32</b>	<b>21</b>	<b>-34%</b>

**Grievance Categories, by Union (2011-2015):**

**Income Protection**

STD, IPP, LTD, Work Accommodation, Return to Work, Doctors Note, Bridging



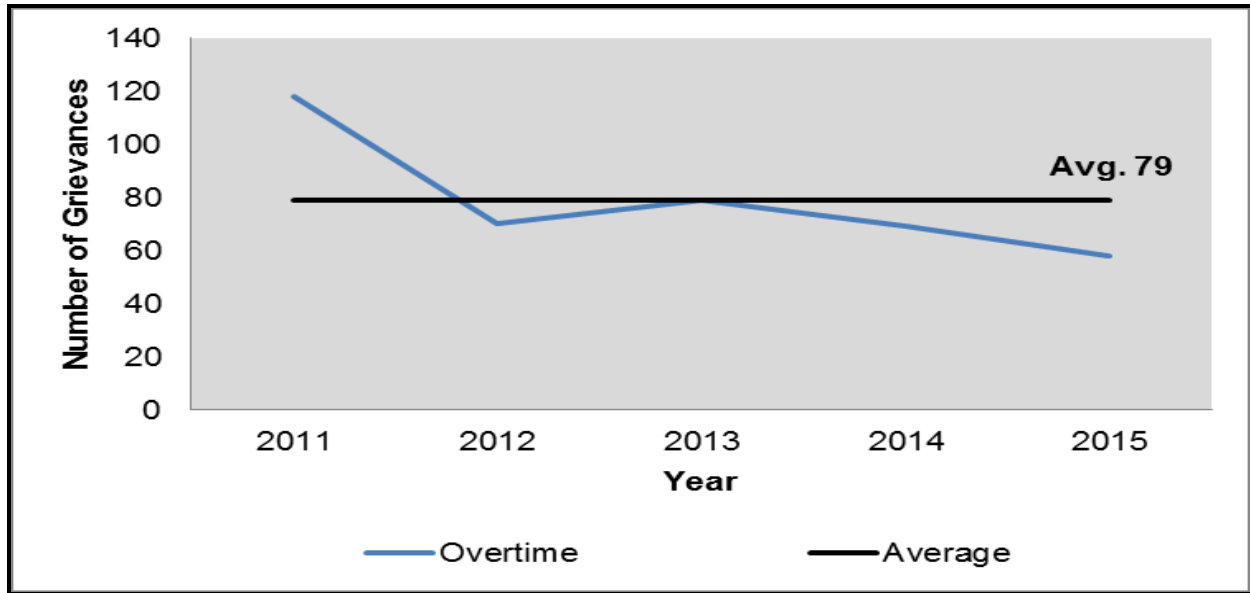
**Chart Data:**

Income Protection	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
ONA Public Health	1	0	0	5	0	-500%
HPFFA 288	0	3	0	4	0	-400%
CUPE 1041	1	1	1	2	0	-200%
HOWEA	0	0	1	2	0	-200%
CUPE 5167 Lodges	1	2	0	1	0	-100%
CUPE 5167 Outside	4	8	1	5	5	0%
ATU 107	0	1	2	2	2	0%
ONA Lodges	0	1	0	0	0	0%
OPSEU 256	7	6	0	2	3	50%
GHVFFA 911	0	0	0	0	1	100%
CUPE 5167 Inside	8	3	3	2	4	100%
<b>Total</b>	<b>22</b>	<b>25</b>	<b>8</b>	<b>25</b>	<b>15</b>	<b>-40%</b>

**Grievance Categories, by Union (2011-2015):**

**Overtime**

Overtime, Call-in, Call-out, Standby, Continuation of the work day



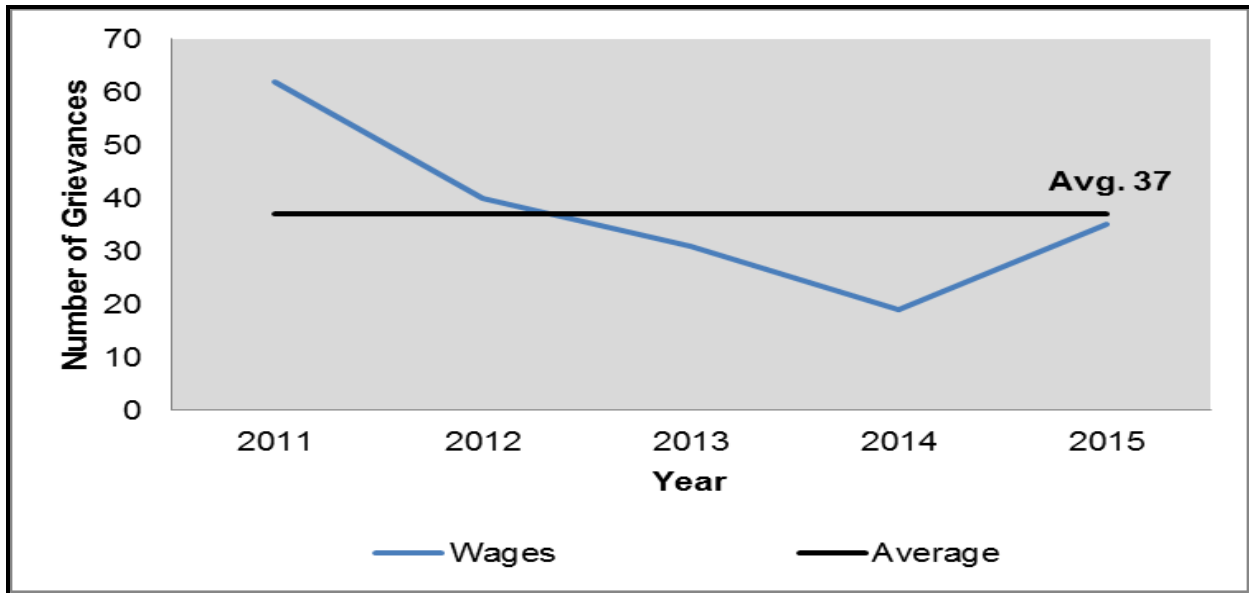
**Chart Data:**

Overtime	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
HOWEA	0	3	2	5	1	-80%
ATU 107	2	1	2	10	2	-80%
CUPE 5167 Inside	13	16	30	11	6	-45%
CUPE 1041	10	4	3	9	5	-44%
CUPE 5167 Outside	68	36	33	26	26	0%
CUPE 5167 Lodges	4	1	4	1	1	0%
ONA Lodges	0	0	2	0	0	0%
GHVFFA 911	0	0	0	0	0	0%
IUOE	1	0	0	0	0	0%
ONA Public Health	0	0	0	0	0	0%
OPSEU 256	20	8	1	7	15	114%
HPFFA 288	0	1	2	0	2	200%
<b>Total</b>	<b>118</b>	<b>70</b>	<b>79</b>	<b>69</b>	<b>58</b>	<b>-16%</b>

**Grievance Categories, by Union (2011-2015):**

**Wages**

Wages, Hours of Work, Premium Pay, Shift Premiums, Meal Allowance, Compensation, Acting Pay, Job Evaluation, Retro Pay, Union Dues



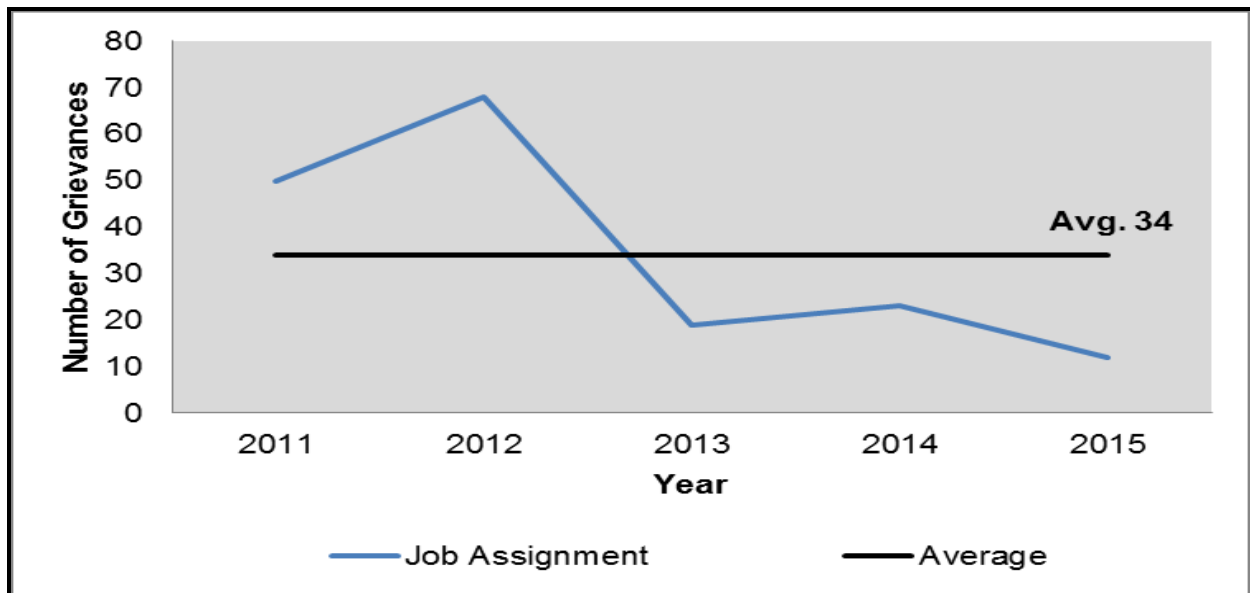
**Chart Data:**

Wages	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
CUPE 5167 Lodges	0	2	5	2	0	-200%
HOWEA	1	2	2	1	0	-100%
ATU 107	2	5	2	2	1	-50%
GHVFFA 911	0	2	0	0	0	0%
ONA Public Health	0	0	0	0	0	0%
OPSEU 256	5	4	2	4	5	25%
CUPE 5167 Outside	47	18	2	7	14	100%
CUPE 5167 Inside	7	1	13	2	5	150%
HPFFA 288	0	0	0	0	2	200%
ONA Lodges	0	2	1	0	3	300%
CUPE 1041	0	4	4	1	5	400%
<b>Total</b>	<b>62</b>	<b>40</b>	<b>31</b>	<b>19</b>	<b>35</b>	<b>84%</b>

**Grievance Categories, by Union (2011-2015):**

**Job Assignment**

Seniority, Conditions of Employment, Restructuring, Transfer, Job Location, Job Share, Shift Change



**Chart Data:**

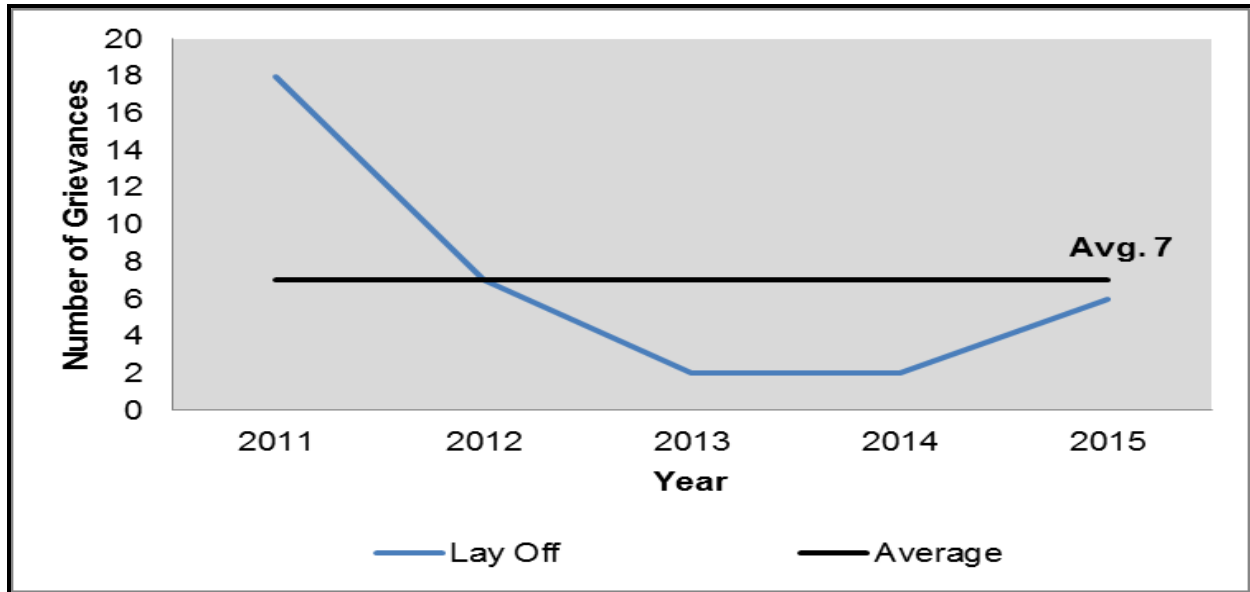
Job Assignment	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
CUPE 5167 Inside	10	16	5	8	1	-88%
OPSEU 256	2	9	2	4	1	-75%
CUPE 1041	3	7	1	3	1	-67%
CUPE 5167 Lodges	6	4	4	2	1	-50%
ATU 107	2	7	0	0	0	0%
GHVFFA 911	0	0	0	0	0	0%
HPFFA 288	0	0	0	0	0	0%
ONA Lodges	0	0	0	0	0	0%
ONA Public Health	0	0	0	0	0	0%
HOWEA	0	0	0	0	0	0%
CUPE 5167 Outside	27	25	7	6	8	33%
<b>Total</b>	<b>50</b>	<b>68</b>	<b>19</b>	<b>23</b>	<b>12</b>	<b>-48%</b>



**Grievance Categories, by Union (2011-2015):**

**Layoff**

Lay-off, Recall, Bumping, Shift Schedule



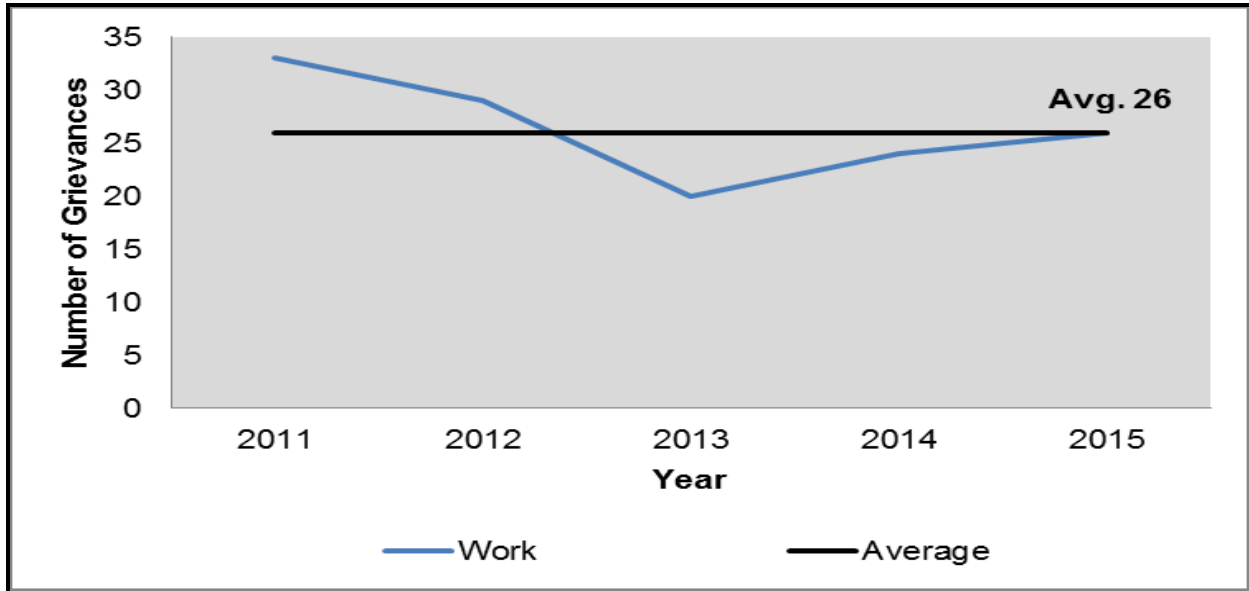
**Chart Data:**

Layoff	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
CUPE 1041	0	0	1	0	0	0%
CUPE 5167 Outside	4	6	0	0	0	0%
ATU 107	0	1	0	0	0	0%
CUPE 5167 Lodges	0	0	0	0	0	0%
GHVFFA 911	0	0	0	0	0	0%
HOWEA	0	0	0	0	0	0%
HPFFA 288	0	0	0	0	0	0%
ONA Lodges	0	0	0	0	0	0%
CUPE 5167 Inside	14	0	1	2	4	100%
ONA Public Health	0	0	0	0	1	100%
OPSEU 256	0	0	0	0	1	100%
<b>Total</b>	<b>18</b>	<b>7</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>200%</b>

**Grievance Categories, by Union (2011-2015):**

**Work**

Duties, Scope, Work of the Bargaining Unit, Contracting Out, Union Representation, Technological Change, Workplace Safety, Meal Breaks



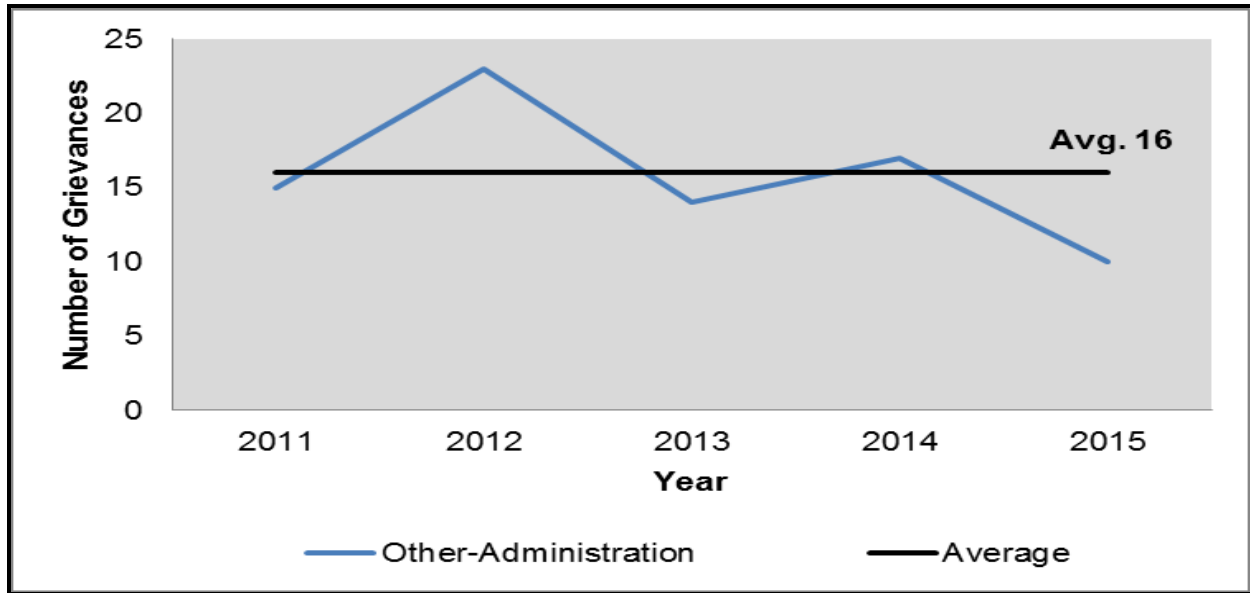
**Chart Data:**

Work	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
OPSEU 256	5	5	1	1	0	-100%
CUPE 1041	4	13	1	5	2	-60%
HPFFA 288	0	1	5	2	1	-50%
CUPE 5167 Inside	1	1	4	8	6	-25%
ATU 107	1	1	1	0	0	0%
GHVFFA 911	0	1	0	0	0	0%
IUOE	0	0	0	0	0	0%
ONA Public Health	0	0	0	0	0	0%
HOWEA	10	2	3	7	12	71%
CUPE 5167 Lodges	0	1	4	0	1	100%
CUPE 5167 Outside	12	3	1	1	2	100%
ONA Lodges	0	0	0	0	2	200%
<b>Total</b>	<b>33</b>	<b>28</b>	<b>20</b>	<b>24</b>	<b>26</b>	<b>8%</b>

**Grievance Categories, by Union (2011-2015):**

**Other - Administrative**

Parking, Mileage, City Vehicle, Bus Pass, Corporate Policy, Confidentiality, Tuition Reimbursement, Performance Appraisal, Admin-other



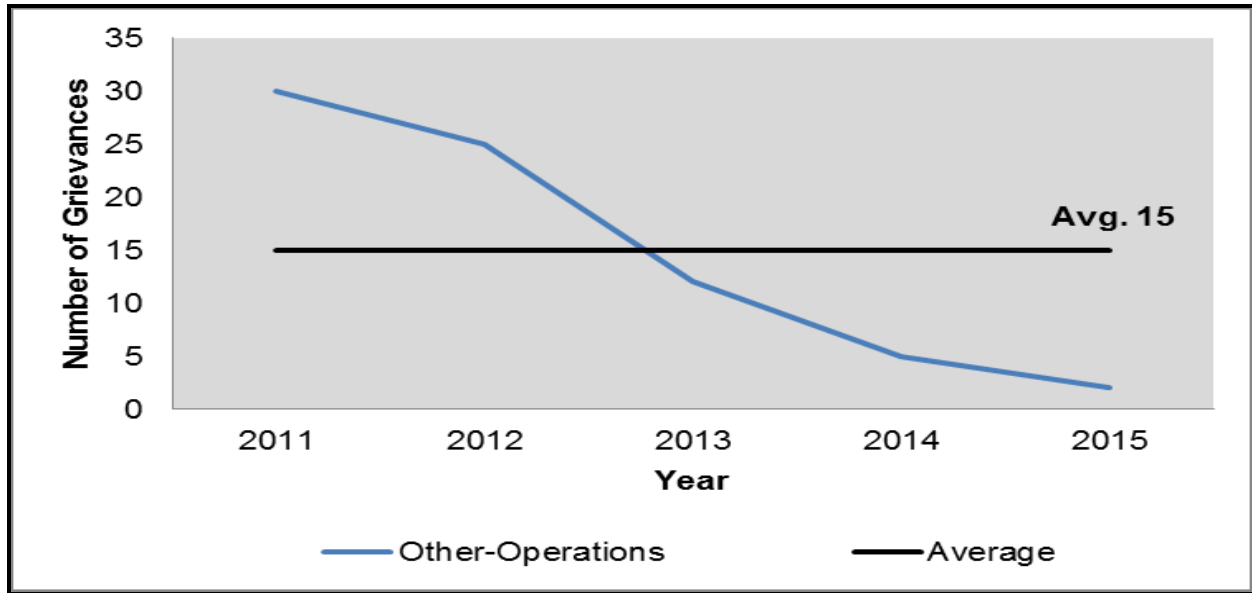
**Chart Data:**

Other - Administrative	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
CUPE 5167 Lodges	2	0	0	1	0	-100%
CUPE 5167 Inside	3	4	6	13	3	-77%
CUPE 1041	0	5	4	1	1	0%
ATU 107	3	3	2	0	0	0%
OPSEU 256	2	3	2	1	1	0%
GHVFFA 911	0	1	0	0	0	0%
ONA Public Health	1	1	0	0	0	0%
HOWEA	0	0	0	0	0	0%
HPFFA 288	0	1	0	1	1	0%
CUPE 5167 Outside	4	5	0	0	2	200%
ONA Lodges	0	0	0	0	2	200%
<b>Total</b>	<b>15</b>	<b>23</b>	<b>14</b>	<b>17</b>	<b>10</b>	<b>-41%</b>

**Grievance Categories, by Union (2011-2015):**

**Other - Operations**

Clothing Allowance, Cleaning Allowance, Clothing/Uniform, Safety Wear, Training, Missed Page



**Chart Data:**

Other - Operations	2011	2012	2013	2014	2015	2015 Percentage Increase/Decrease
CUPE 5167 Outside	4	2	4	1	0	-100%
GHVFFA 911	18	0	1	1	0	-100%
OPSEU 256	3	15	1	3	2	-33%
CUPE 5167 Inside	2	0	3	0	0	0%
CUPE 5167 Lodges	0	0	2	0	0	0%
ATU 107	1	2	1	0	0	0%
CUPE 1041	0	3	0	0	0	0%
HPFFA 288	0	0	0	0	0	0%
HOWEA	2	0	0	0	0	0%
ONA Lodges	0	0	0	0	0	0%
ONA Public Health	0	0	0	0	0	0%
<b>Total</b>	<b>30</b>	<b>22</b>	<b>12</b>	<b>5</b>	<b>2</b>	<b>-60%</b>

**Collective Agreement Activity:**

Collective Agreements	Status	Term	Wages	Action Date
<b>Negotiated Settlement in 2015</b>				
<b>CUPE 5167 Inside/Outside</b>	Active	January 1, 2015 – December 31, 2018	2015 – 1.5% 2016 – 2.0% 2017 – 2.0% 2018 – 2.0%	Expires 2018
<b>ATU 107</b>	Active	January 1, 2015 – December 31, 2018	2015 – 1.0% 2016 – 2.0% 2017 – 2.0% 2018 – 2.0%	Expires 2018
<b>ONA Public Health</b>	Active	January 1, 2015 – December 31, 2018	2015 – 1.5% 2016 – 2.0% 2017 – 2.0% 2018 – 2.0%	Expires 2018
<b>IUOE 772</b>	Active	January 1, 2015 – December 31, 2018	2015 – 1.5% 2016 – 2.0% 2017 – 2.0% 2018 – 2.0%	Expires 2018
<b>Current Collective Bargaining Negotiations</b>				
<b>HPFFA 288</b>	Interest Arbitration	January 1, 2010 – December 31, 2012	N/A	Arbitration Award Pending 2016
<b>CUPE 5167 Lodges</b>	Agreement Expired 2013 *Arb. Award Rec'd Nov 8/14	April 1, 2011 – March 31, 2013	2011 – 2.0% 2012 – 1.9%	Bargaining commenced 2015
<b>CUPE 1041</b>	Agreement Expired 2014	January 1, 2011 – December 31, 2014	2011 – 0% 2012 – 1.9% 2013 – 1.9% 2014 – 1.9%	Bargaining commenced 2015
<b>CUPE 5167 Housing</b>	New CA	TBD	TBD	Bargaining commenced 2016
<b>Collective Bargaining Negotiations to Commence 2016/2017</b>				
<b>HOWEA</b>	Active	January 1, 2013 – December 31, 2016	2013 – 0% 2014 – 1.9% 2015 – 1.9% 2016 – 1.9%	Expires in 2016
<b>OPSEU 256</b>	Active *Arb. Award Rec'd May 29/14	April 1, 2012 – March 31, 2016	2012 – 2.1% 2013 – 2% 2014 – 2% 2015 – 1.75%	Expires in 2016
<b>CLAC 911</b>	Agreement Expired 2015	January 1, 2012 – December 31, 2015	2012 – 0% 2013 – 1.9% 2014 – 1.9% 2015 – 1.9%	Bargaining to commence 2016
<b>ONA Lodges</b>	Agreement Expired 2015	April 1, 2011 – March 31, 2015	2011 – 0% 2012 – 1.9% 2013 – 1.9% 2014 – 1.9%	Bargaining to commence 2016

## Labour Relations Costs 2015

### Grievance Related Mediation and Arbitration Activity (2015):

<u>2015</u>	<u>Arbitration</u>	<u>Mediation</u>	<u>Total</u>
<b>Number</b>	30	20	50
<b>Cost*</b>	\$58,124	\$24,883	\$83,007
	Average cost of arbitrator = \$1,937	Average cost of mediator = \$1,244	
<u>2014</u>	<u>Arbitration</u>	<u>Mediation</u>	<u>Total</u>
<b>Number</b>	64	18	82
<b>Cost*</b>	\$153,195	\$31,614	\$184,809
	Average cost of arbitrator per hearing date = \$2,393	Average cost of mediator per mediation date = \$1,756	

\* Does not include non-grievance activity arbitration costs or Mediation Costs

\* Includes cost of meeting facilities & Cancellations

## Labour Relations Costs 2015

### Labour Relations Grievance Activity Costs:

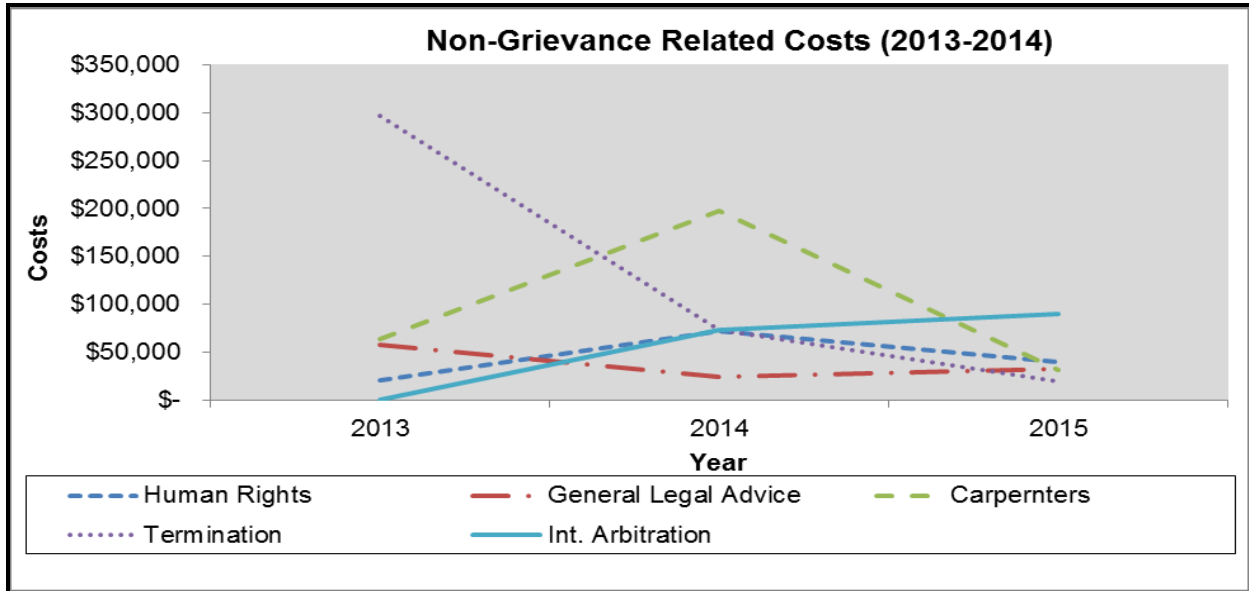
<b>Total Costs - Grievance Activity</b>					
<u>Grievance Type - Category</u>	<u>Legal Costs</u>	<u>Arbitration Costs</u>	<u>Mediation</u>	<u>Total Cost</u>	<u>Percentage of Total Cost per Grievance Category</u>
Termination*	\$253,131	\$45,004	\$4,244	\$302,379	76%
Benefits	\$21,269	\$5,353	\$672	\$27,295	7%
Discipline	\$14,602	\$1,940	\$3,548	\$20,090	5%
Overtime	\$13,257	\$2,371	\$4,442	\$20,070	5%
Attendance	\$4,157	\$2,371	\$1,653	\$8,181	2%
Work	\$3,878	\$1,085	\$1,260	\$6,224	2%
Harassment & Discrimination	\$1,715	\$0	\$1,479	\$3,194	1%
Promotion	\$211	\$0	\$1,864	\$2,075	1%
Income Protection	\$0	\$0	\$2,055	\$2,055	1%
Wages	\$440	\$0	\$1,054	\$1,493	0.4%
Other - Administration	\$0	\$0	\$1,115	\$1,115	0.3%
Job Assignment	\$0	\$0	\$952	\$952	0.2%
Layoff	\$0	\$0	\$298	\$298	0.1%
Other - Operations	\$0	\$0	\$248	\$248	0.1%
<b>Total Cost (2015)</b>	<b>\$312,660</b>	<b>\$58,124</b>	<b>\$24,884</b>	<b>\$395,668</b>	<b>100%</b>
<i>Total Cost (2014)</i>	<i>\$711,584</i>	<i>\$153,195</i>	<i>\$31,614</i>	<i>\$896,393</i>	
<b>Percentage Increase/Decrease</b>	<b>-56%</b>	<b>-62%</b>	<b>-21%</b>	<b>-56%</b>	

<b>Total Costs - Grievance Activity</b>					
<b><u>Union Group</u></b>	<b><u>Legal Costs</u></b>	<b><u>Arbitration Costs</u></b>	<b><u>Mediation Costs</u></b>	<b><u>Total Cost</u></b>	<b><u>Percentage of Total Cost per Union</u></b>
<b>CUPE 5167</b> <i>Inside/Outside</i>	\$275,027	\$44,184	\$15,094	<b>\$334,305</b>	84%
<b>HPFFA 288</b> <i>Firefighters</i>	\$19,903	\$5,951	\$0	<b>\$25,854</b>	7%
<b>OPSEU 256</b> <i>Paramedics</i>	\$9,292	\$4,742	\$5,943	<b>\$19,977</b>	5%
<b>CUPE 1041</b> <i>Supervisors</i>	\$4,019	\$0	\$3,083	<b>\$7,103</b>	2%
<b>HOWEA Water Treatment Plant</b>	\$3,554	\$1,085	\$763	<b>\$5,403</b>	1%
<b>ONA Public Health</b>	\$0	\$2,162	\$0	<b>\$2,162</b>	1%
<b>ATU 107 Transit</b>	\$548	\$0	\$0	<b>\$548</b>	0.1%
<b>CUPE 5167 Long-Term Care Homes</b>	\$317	\$0	\$0	<b>\$317</b>	0.1%
<b>GHVFFA Volunteer Firefighters</b>	\$0	\$0	\$0	<b>\$0</b>	0%
<b>IUOE 772 Lodges</b>	\$0	\$0	\$0	<b>\$0</b>	0%
<b>ONA Lodges</b>	\$0	\$0	\$0	<b>\$0</b>	0%
<b>Total Cost (2015)</b>	<b>\$312,660</b>	<b>\$58,124</b>	<b>\$24,884</b>	<b>\$395,668</b>	<b>100%</b>
<i>Total Cost (2014)</i>	<i>\$711,584</i>	<i>\$153,195</i>	<i>\$31,614</i>	<i>\$896,393</i>	
<b>Percentage Increase/Decrease</b>	<b>-56%</b>	<b>-62%</b>	<b>-21%</b>	<b>-56%</b>	



<b>Total Costs - Grievance Activity (000's)</b>					
<u>Department</u>	<u>Legal Costs</u>	<u>Arbitration Costs</u>	<u>Mediation Costs</u>	<u>Total Cost</u>	<u>Percentage of Total Cost per Department</u>
Public Works	\$251,990	\$36,013	\$12,151	\$300,154	76%
Community & Emergency Services	\$30,927	\$10,692	\$7,887	\$49,506	13%
Hamilton Fire Department	\$19,903	\$5,951	\$0	\$25,854	52%
Hamilton Paramedic Services	\$9,292	\$4,742	\$6,434	\$20,468	41%
Planning & Economic Development	\$17,981	\$5,497	\$2,268	\$25,747	7%
City-Wide (Policy)	\$10,680	\$3,759	\$742	\$15,182	4%
Public Health	\$0	\$2,162	\$744	\$2,906	1%
Corporate Services	\$757	\$0	\$844	\$1,601	0.4%
Housing	\$324	\$0	\$248	\$572	0.1%
<b>Total Cost (2015)</b>	<b>\$312,660</b>	<b>\$58,124</b>	<b>\$24,884</b>	<b>\$395,668</b>	100%
<i>Total Cost (2014)</i>	<i>\$711,584</i>	<i>\$153,195</i>	<i>\$31,614</i>	<i>\$896,393</i>	
<b>Percentage Increase/Decrease</b>	<b>-56%</b>	<b>-62%</b>	<b>-21%</b>	<b>-56%</b>	

**Labour Relations Non-Grievance Activity Costs:**

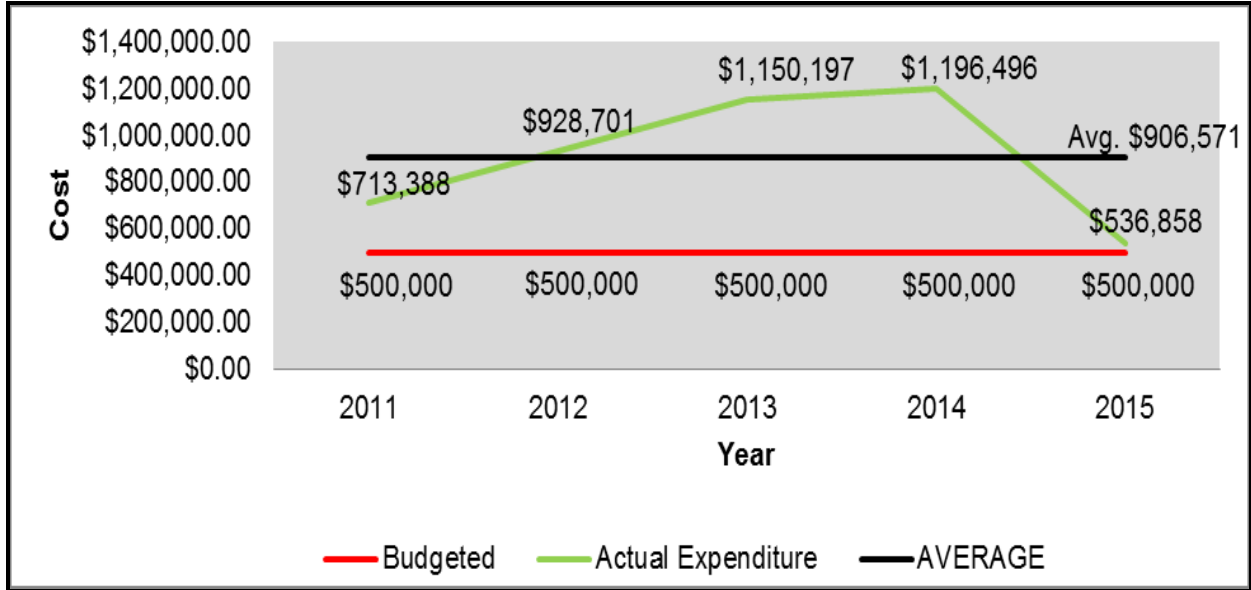


<b>Total Costs - Non-Grievance Activity</b>					
<u>Description</u>	<u>Legal Costs</u>	<u>Arbitration Costs</u>	<u>Mediation Cost</u>	<u>Total Cost</u>	<u>Percentage of Total Cost</u>
Interest Arbitration (CBA)	\$83,301	\$4,515	\$1,689	\$89,506	39%
Human Rights Legal Advice	\$39,801	\$0	\$0	\$39,801	17%
General - Legal Advice	\$31,901	\$0	\$0	\$31,901	14%
Carpenters	\$31,765	\$0	\$0	\$31,765	14%
Termination (Non-Union)	\$19,351	\$0	\$0	\$19,351	8%
HECFI/IUOE (Transfer of Business)	\$18,079	\$0	\$0	\$18,079	8%
<b>Total Cost - Non Grievance (2015)</b>	<b>\$224,198</b>	<b>\$4,515</b>	<b>\$1,689</b>	<b>\$230,402</b>	<b>100%</b>
<i>Total Cost - Non Grievance (2014)</i>	<i>\$484,912</i>	<i>\$24,343</i>	<i>\$0</i>	<i>\$509,255</i>	
<b>Percentage Increase/Decrease</b>	<b>-54%</b>	<b>-81%</b>	<b>100%</b>	<b>-55%</b>	

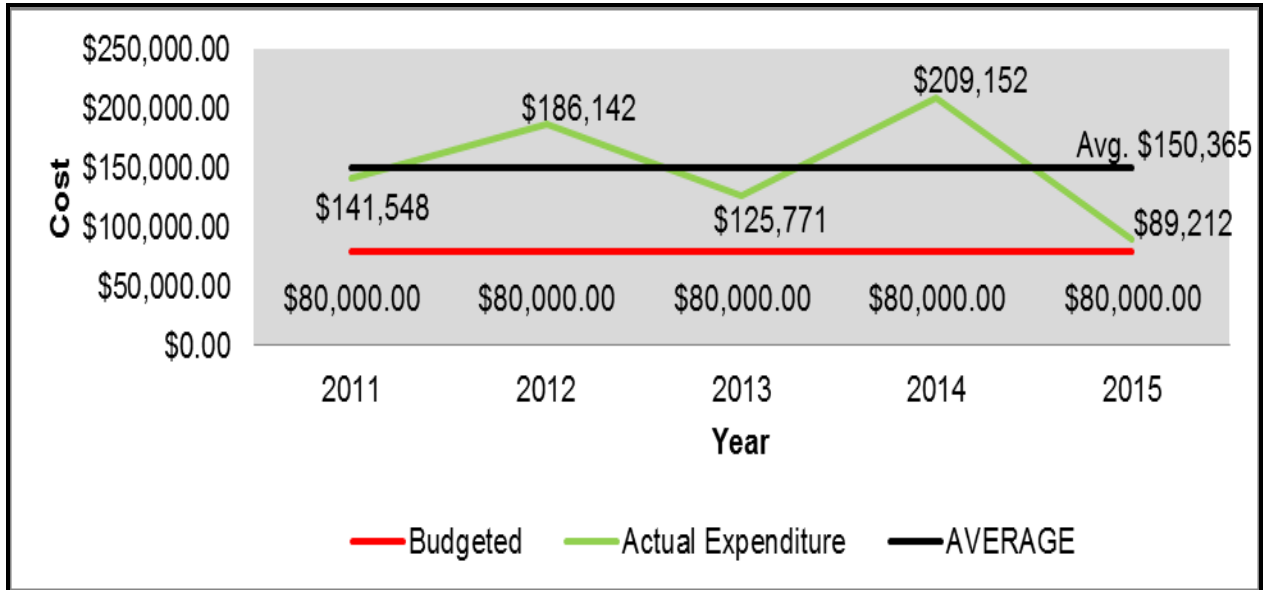
**Labour Relations Total Costs:**

<b><u>Labour Relations 2015</u></b>	<b><u>Legal Costs</u></b>	<b><u>Arbitration Costs</u></b>	<b><u>Mediation Costs</u></b>	<b><u>Total Cost</u></b>
<b>Total (2015)</b>	<b>\$536,858</b>	<b>\$62,639</b>	<b>\$26,573</b>	<b>\$626,070</b>
<i>Total (2014)</i>	<i>\$1,196,496</i>	<i>\$177,538</i>	<i>\$31,614</i>	<i>\$1,405,648</i>
<b>Difference (2015-2014)</b>	<b>-\$659,638</b>	<b>-\$114,899</b>	<b>-\$5,041</b>	<b>-\$779,578</b>
<b>2015 Percentage Increase/Decrease</b>	<b>-55%</b>	<b>-65%</b>	<b>-16%</b>	<b>-55%</b>

**Total Legal Costs 2011-2015:**



**Total Arbitration & Mediation Costs 2011-2015:**



**Total Legal, Arbitration & Mediation Costs 2011-2015:**

