



Hamilton

# INFORMATION REPORT

<b>TO:</b>	The Mayor and Members, General Issues Committee
<b>COMMITTEE DATE:</b>	March 22, 2017
<b>SUBJECT/REPORT NO:</b>	Labour Relations Activity Report & Analysis (2012 – 2016) (HUR17003) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
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<b>SIGNATURE:</b>	

## Council Direction:

In response to Council's direction, a Labour Relations Information System (LRIS) was developed in 2009 so that meaningful data would be provided to Council and other City stakeholders as to the state of labour relations in the City as well as provide a more strategic approach to addressing a number of labour relations challenges.

## Information:

Labour Relations has provided annual analytical accounts of the City's labour relations activities dating back to 2007. This year's Report focuses on a five (5) year historical review of the data for the period of 2012 - 2016. The Report continues to provide Council and other City stakeholders, with an understanding of the state of labour relations. The annual Corporate Report speaks to the general labour relations activities across unions and departments.

In 2016, the City ratified the collective agreement with CUPE Local 5167 Lodges. The City also ratified a first contract with CUPE Local 5167 Building Superintendents that resulted in their inclusion within the broader CUPE Local 5167 Inside/Outside unit. Both of these agreements fell within Council's collective bargaining mandate. These agreements included administrative and operational efficiencies, as well as the cost containment of benefits that will help ensure the future sustainability of the plans, as well as preserve current entitlement levels. There remain six bargaining units with expired contracts, three (GHVFFA Local 911, ONA Lodges, CUPE Local 1041) of which are proceeding to interest arbitration, one (HPFFA Local 288) is awaiting an interest arbitration award, and the remaining two (OPSEU Local 256, HOWEA) continue with negotiations.

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*OUR Vision: To be the best place to raise a child and age successfully.*

*OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.*

*OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.*

Labour Relations staff developed and presented Information Sessions for all interested CUPE Local 5167 Lodges management and supervisory staff regarding the amendments made to the most recently negotiated collective agreement. Labour Relations staff also developed and presented on the CUPE Local 5167 Inside/Outside agreement with the Building Superintendents. These sessions highlighted the changes made to the collective agreement, as well as the rationale and intent behind those changes, so that the amendments may be properly and consistently applied on a day to day basis.

There were a total of 451 grievances filed at the City in 2016, which is a significant increase from the 354 grievances filed in 2015. There was however, general stability in the overall level of grievance activity across all Bargaining Units with the exception of CUPE Local 5167 Inside/Outside and GHVFFA Local 911. The City's largest and most diverse bargaining unit, CUPE Local 5167 Inside/Outside, which represents approximately 51% of the City's unionized workforce, generated 284 grievances which is an increase from the 191 grievances filed in 2015.

The issue most grieved in the City remains discipline, followed by overtime, promotion, attendance and work related concerns. There were pronounced increases in all five of these categories along with the majority of the remaining categories. The increase in discipline grievances can primarily be attributed to the implementation of the City's Collision Review Board and its subsequent decisions. The Unions have been grieving all demerit points and discipline that are issued through the Collision Review Board. 2016 was an election year for the City's largest union, which may also be a contributing factor to the significant increase in grievances filed by the Inside/Outside unit. There was however, a decrease in harassment/discrimination grievances as well as administration and layoff related grievances.

Despite an increase in grievance activity, there was a decrease (2%) in the total legal, mediation and arbitration related costs for the 2016 reporting period. The decrease is largely attributable to having an in-house labour lawyer on staff. In 2016, the on-going Roads (Asphalt) Arbitration made up 23% of the total Labour Relations fees.

Appendix A to Report HUR17003 provides a summary of the data of labour relations activity and costs over the five year reporting period (2012 - 2016).

Appendix B to Report HUR17003 provides a summary of the grievances that were referred to arbitration and resolved during 2016, either through mediated settlements or arbitration awards.

The Labour Relations Activity Report (2012 - 2016) continues to provide valuable and analytical reporting with a view of delivering contextual data and trend analysis within the City's labour relations environment. Through improved dialogue and training, as well as a demonstrated willingness from all stakeholders to work in a collaborative and efficient manner, labour relations continues to achieve positive levels on a City wide basis.