



Hamilton

INFORMATION REPORT

TO:	The Mayor and Members, General Issues Committee
COMMITTEE DATE:	March 21, 2018
SUBJECT/REPORT NO:	Labour Relations Activity Report & Analysis (2013 – 2017) (HUR18006) (City Wide)
WARD(S) AFFECTED:	City Wide
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SIGNATURE:	

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 2013 - 2017. 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 2017, the City ratified their collective agreements with OPSEU Local 256, HOWEA, and ONA Lodges, with all three falling within Council's mandate and contained changes that will achieve administrative and operational efficiencies as well as benefit cost containment. The City received interest arbitration decisions for CUPE Local 1041, GHVFFA Local 911 and HPFFA Local 288. The decision for CUPE Local 1041 fell within Council's mandate and included the benefit changes achieved with other bargaining units throughout this bargaining cycle. The interest arbitration award for GHVFFA Local 911 did exceed Council's mandate on wages, but also awarded contract language that was sought by the City regarding promotions as well as training content.

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.

Lastly, the interest arbitration award for HPFFA Local 288, provided wage and benefit increases that exceeded Council's mandate, but did award the City its language on benefit administration. A supplementary award will be forthcoming providing the wage increases for 2016 and 2017, as well as specific benefit administration language.

There were a total of 475 grievances filed at the City in 2017, which is a slight increase (5%) to the 453 grievances filed in 2016. 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 211 grievances which is a decrease (-26%) from the 284 grievances filed in 2016. Given the broad scope of the positions that CUPE 5167 represents, its activity is a good barometer of the overall positive state of labour relations throughout the City. The increase in grievance activity for CUPE Local 1041, and OPSEU Local 256 (77% and 88% respectively), are largely due to a number of individual grievances being filed for the same issues, which needs to be considered in interpreting the increase in activity.

The issue most grieved in the City remains discipline, followed by hours of work, work, recruitment and attendance related grievances (see appendix A to Report HUR18006 for definitions). These grievances arose primarily from decisions rendered by the City's Collision Review Board, which reviews vehicular accidents in City vehicles. The Board can levy demerit points and determine appropriate corrective actions, such as training in their decision making. It is anticipated that a decrease in such grievances will be seen in 2018, following an arbitration decision and other agreements with the City's unions that specify the role, powers, and scope of the Board.

Appendix A to Report HUR18006 provides a summary of the data of labour relations activity and costs over the five year reporting period (2013 - 2017).

Appendix B to Report HUR18006 provides a summary of the grievances that were referred to arbitration and resolved during 2017, either through mediated settlements or arbitration awards.

The Labour Relations Activity Report (2013 - 2017) 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, the labour relations climate, at the City, continues to be positive overall and one in which the majority of grievances can be resolved without the need for arbitration.

Appendices and Schedules Attached

Appendix A to Report HUR18006 – Summary of Data

Appendix B to Report HUR18006 – Summary of Grievances