



Hamilton

# INFORMATION REPORT

<b>TO:</b>	Mayor and Members, General Issues Committee
<b>COMMITTEE DATE:</b>	April 17, 2019
<b>SUBJECT/REPORT NO:</b>	Labour Relations Activity Report (2014 - 2018) (HUR19007) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
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<b>SUBMITTED BY:</b>	Lora Fontana Executive Director Human Resources
<b>SIGNATURE:</b>	

## COUNCIL DIRECTION

To provide Council with an overview of the City's labour relations activities for the period 2014 – 2018.

## INFORMATION

This Report focuses on a five (5) year historical review of the data for the period of 2014 to 2018 and speaks to the general labour relations activities across unions and departments. The Report provides Council and other City stakeholders with an understanding of the state of labour relations.

In 2018, all of the City's collective agreements remained in effect with the exception of the HPFFA, Local 288 agreement. In December of 2018, the City and the HPFFA, Local 288, received a supplemental interest arbitration award to its previous decision awarded in 2017. This award provided wage increases for 2016 and 2017. The decision also provided collective agreement language with regards to a reasonable and customary limit on benefits. Five of the City's eleven collective agreements expired on December 31, 2018 and notice to bargain was provided by those Unions.

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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.

In 2018, 386 grievances were filed with the City. This is a 19% decrease from the 479 grievances filed in 2017. 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 213 grievances. This is consistent with the 211 grievances filed in the previous year. Given the broad scope of the positions that CUPE 5167 represents, its activity is a good indicator of the overall positive state of labour relations throughout the City. The decrease in grievance activity for CUPE Local 1041 can primarily be attributed to multiple scope related grievances that were filed and resolved at arbitration in 2018.

The issue most grieved at the City continues to be discipline, followed by hours of work, recruitment, work and attendance related grievances (refer to Appendix A to Report HUR19007 for definitions). The Labour Relations section continues to strive to improve its relationship with the Union leadership by taking a consistent approach throughout the City.

Appendix A to Report HUR19007 provides a summary of the data of labour relations activity and the associated costs over the five year reporting period (2014 - 2018).

The Labour Relations Activity Report (2014 – 2018) continues to provide valuable reporting with a view of delivering contextual data 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 HUR19007 – Summary of Data