

Collective Agreement Activity:

Collective Agreements	Term	Status
CUPE 5167 Inside/Outside (including Housing)	January 1, 2015 – December 31, 2018	Expired 2018 <i>Negotiations Commenced</i>
ATU 107	January 1, 2015 – December 31, 2018	Expired 2018 <i>Negotiations Commenced</i>
HPFFA 288	January 1, 2013 – December 31, 2017	Tentative Agreement <i>January 1, 2018 – December 31, 2022</i>
ONA Lodges	April 1, 2015 – March 31, 2019	Expires 2019 <i>Negotiations Commencing April 2019</i>
ONA Public Health	January 1, 2015 – December 31, 2018	Expired 2018 <i>Notice to bargain provided</i>
CUPE 1041	January 1, 2015 – December 31, 2018	Expired 2018 <i>Notice to bargain provided</i>
IUOE 772	January 1, 2015 – December 31, 2018	Expired 2018 <i>Notice to bargain provided</i>
CUPE 5167 Lodges	April 1, 2013 – March 31, 2019	Expires March 31, 2019
GHVFFA 911	January 1, 2016 – December 31, 2019	Expires 2019
OPSEU 256	April 1, 2016 – March 31, 2020	Expires 2020
HOWEA	January 1, 2017 – December 31, 2020	Expires 2020

Percentage of Overall Grievance Submission per Department (2018):

Department	2018 Headcount	Non-Unionized Headcount	Unionized Headcount	% of Union Employee within Dept.	% of Union Employee within COH	Number of Grievances*	% of Overall Grievances
CityHousing Hamilton	204	94	110	53.9 %	1.3 %	3	1 %
City Manager's Office	144	137	7	4.9 %	0.1 %	2	1 %
Corporate Services	498	220	278	55.8 %	3.4 %	9	2 %
Healthy and Safe Communities	4243	885	3358	79.1 %	40.7 %	144	37 %
Planning & Economic Development	890	401	489	54.9 %	5.9 %	29	8 %
Public Works	2272	199	2073	91.2 %	25.1 %	188	49 %
<i>City Wide Policy Grievances</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	11	3 %
*Total	8251	1936	6315	76.5 %	76.5 %	386	100 %

*5 Employees who have been elected to CUPE 5167 Executive are not included

* City Council staff and crossing guards are not included

*Totals may not reflect exact numbers in the second and third column due to effects of rounding

Union Demographics 2018

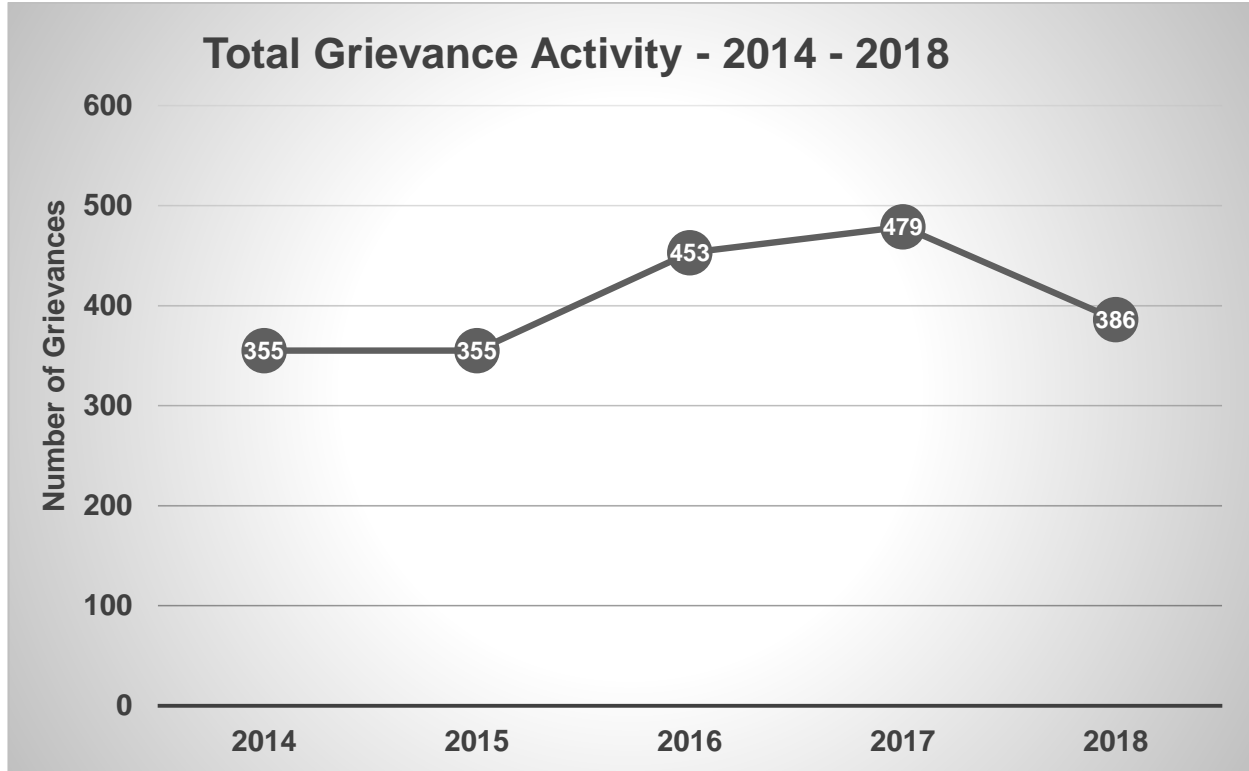
Union Group	Unionized Headcount	% of Union Employees within COH	Number of Grievances	% of Overall Grievances submitted by Union	Grievance Rate per 100 Unionized Employees
ATU 107	798	9.7 %	13	3 %	2
CUPE 1041	328	4.0 %	28	7 %	9
CUPE 5167	3186	38.6 %	213	55 %	7
CUPE 5167 Lodges	658	8.0 %	20	5 %	3
GHVFFA 911	221	2.7 %	1	0 %	0
HOWEA	47	0.6 %	26	7 %	55
HPFFA 288	523	6.3 %	15	4 %	3
IUOE	7	0.1 %	0	0 %	0
ONA 50 Lodges	159	1.9 %	4	1 %	3
ONA 50 Public Health	47	0.6 %	3	1 %	6
OPSEU 256	341	4.1 %	63	16 %	18
Total	6315	76.5 %	386	100 %	6

** 5 Employees who have been elected to CUPE 5167 Executive are not included*

** City Council staff and crossing guards are not included*

Grievance Analysis 2018

Total Grievances per Year (2014-2018):

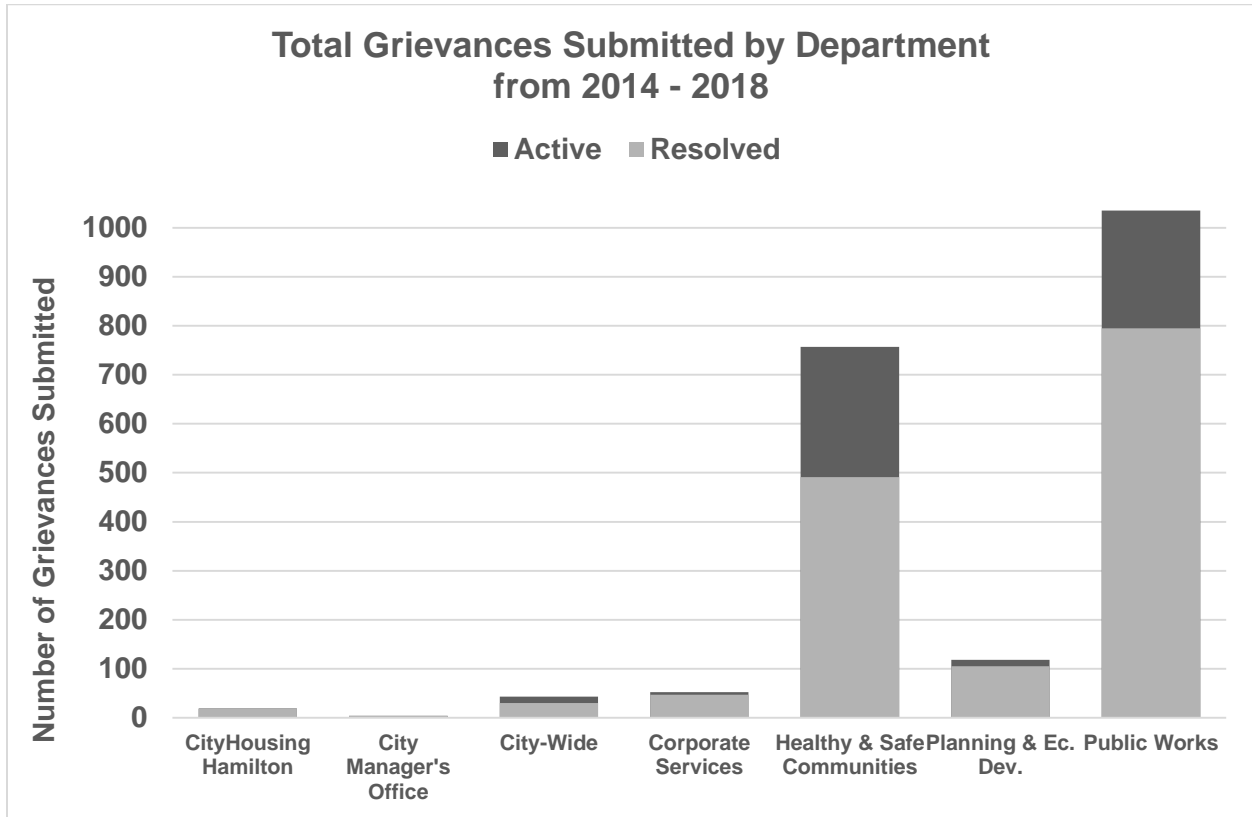


Total Grievances (2014-2018) - Active / Resolved

Year	Number of Grievances Filed	Total Number of Grievances Resolved*	Number of Active Grievances
2014	355	301	54
2015	355	286	69
2016	453	348	105
2017	479	333	146
2018	386	222	164
Total	2028	1490	538

**Chart above provides a breakdown of the number of active and resolved grievances of the grievances filed in their respective year*

Total Grievances by Department



Total Grievances by Department Summary (2014-2018):

Department	2014	2015	2016	2017	2018	Total Grievances Submitted	Total Grievances Resolved	Total Active Grievances
CityHousing Hamilton	2	2	4	8	3	19	18	1
City Manager's Office	0	1	1	0	2	4	4	0
City-Wide	8	10	9	5	11	43	30	13
Corporate Services	12	6	9	16	9	52	47	5
Healthy & Safe Communities	140	115	148	210	144	757	491	266
Planning & Ec. Dev.	22	18	17	32	29	118	105	13
Public Works	171	203	265	208	188	1035	795	240
Total	355	355	453	479	386	2028	1490	538

Total Grievances by Bargaining Unit

Union Grievance Activity (2014-2018):

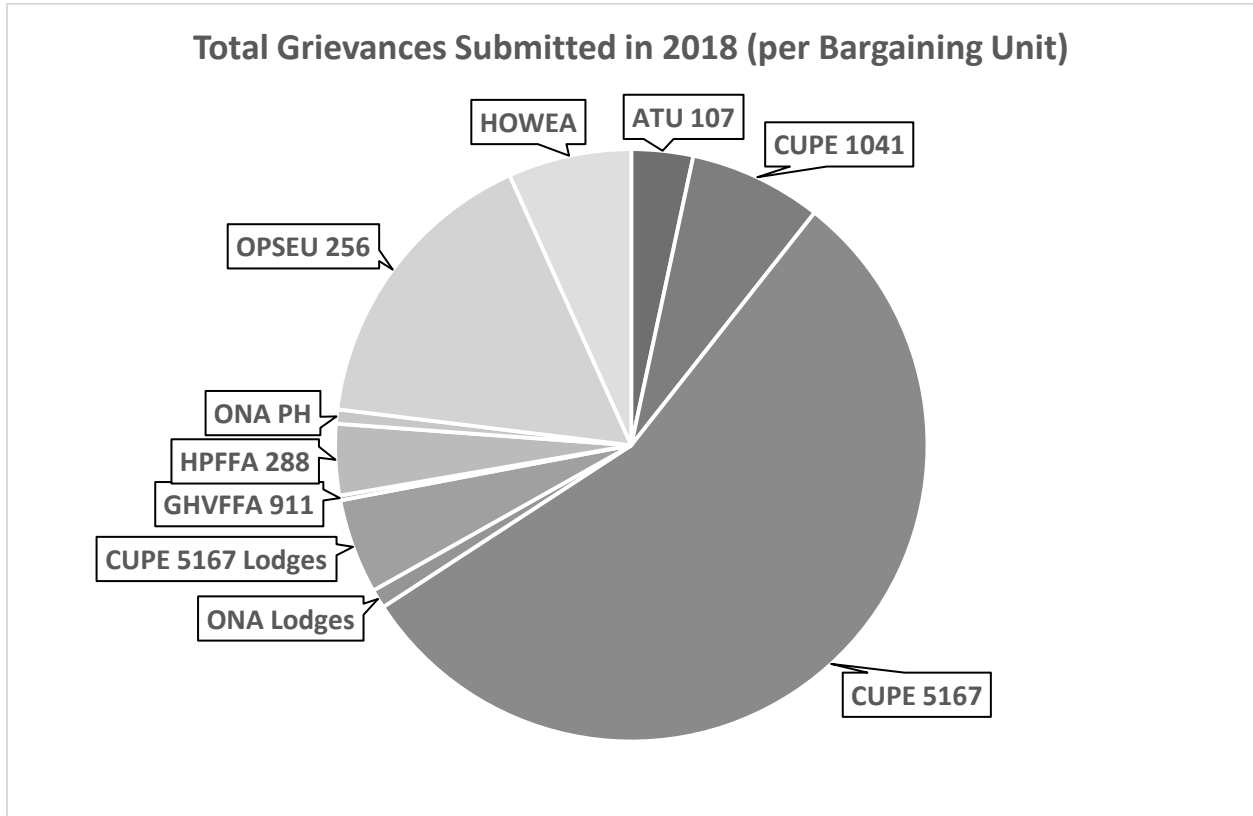


Chart Data:

Bargaining Unit	2014	2015	2016	2017	2018	2017/2018 Percentage Change
ATU 107	28	33	30	50	13	-74 %
CUPE 1041	36	33	35	62	28	-55 %
CUPE 5167	191	191	284	211	213	1 %
CUPE 5167 Lodges	15	11	9	18	20	11 %
GHVFFA 911	2	3	11	6	1	-83 %
HOWEA	15	14	14	9	26	189 %
HPFFA 288	33	20	19	29	15	-48 %
IUOE 772	0	0	0	0	0	0 %
ONA Lodges	1	7	5	10	4	-60 %
ONA PH	8	3	3	2	3	50%
OPSEU 256	26	40	43	82	63	-23 %
Total	355	355	453	479	386	-19 %

Grievance Categories

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

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

Compensation: Wages, Premium Pay, Shift Premiums, Meal Allowance, Compensation, Acting Pay, Job Evaluation, Retro Pay, Union Dues, Training Allowance, Payout Entitlements

Corporate Policy: DS&CM, Corporate Policy

Discipline: Verbal, Written, Suspension, Discipline

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

Hours of Work: Overtime, Call-in, Call-out, Standby, Continuation of the work day, shift schedule, hours of work

Income Protection & RTW: STD, IPP, LTD, Work Accommodation, Return to Work, Doctors Note, Bridging

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

Job Security: Lay-off, Recall, Bumping,

Recruitment: Job postings & filling, Promotion, Demotion, Complement, Vacancies, Testing, temporary postings, HPSB-Secondary Duties

Termination: Termination, Severance

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

Workplace Admin & Operations Parking, Mileage, City Vehicle, Bus Pass, Confidentiality, Tuition Reimbursement, Performance Appraisal, Admin-other, Clothing Allowance, Cleaning Allowance, Clothing/Uniform, Safety Wear, Training, Missed Page, Seniority

Grievance Categories

Grievance Category Comparison (2017-2018):

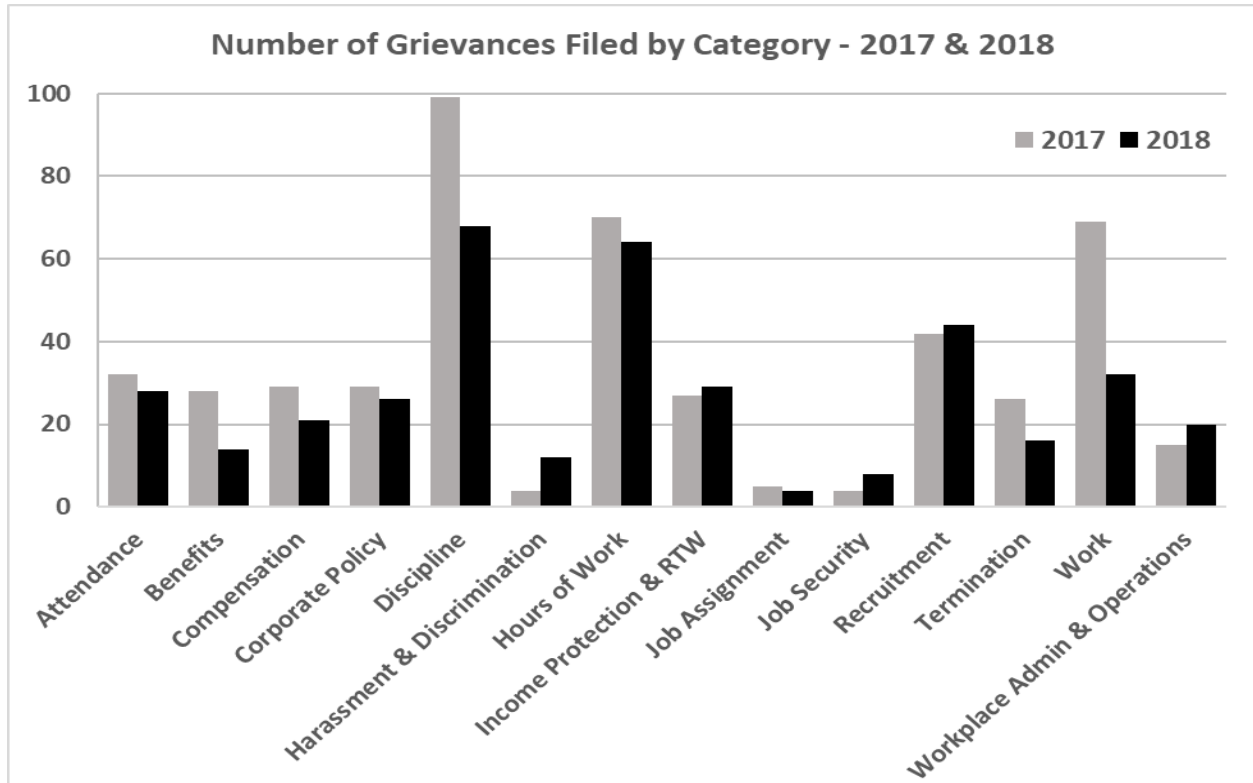


Chart Data:

Grievance Category	Number of Grievances (2017)	Number of Grievances (2018)	% change from 2017 - 2018
Attendance	32	28	-13%
Benefits	28	14	-50%
Compensation	29	21	-28%
Corporate Policy	29	26	-10%
Discipline	99	68	-31%
Harassment & Discrimination	4	12	200%
Hours of Work	70	64	-9%
Income Protection & RTW	27	29	7%
Job Assignment	5	4	-20%
Job Security	4	8	100%
Recruitment	42	44	5%
Termination	26	16	-38%
Work	69	32	-54%
Workplace Admin & Operations	15	20	33%
TOTAL	479	386	-19%

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Grievance Categories, by Union (2014-2018):

Top five grieved issues in 2018:

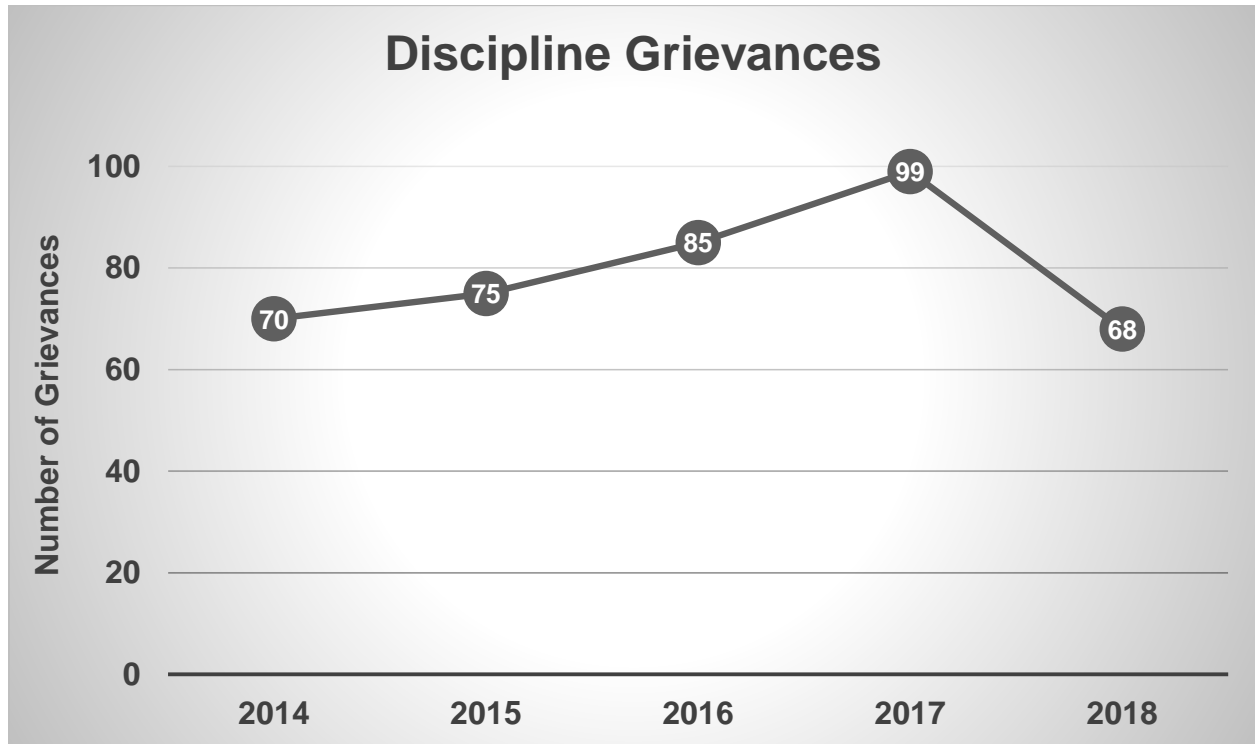
1. Discipline - Verbal, Written, Suspension, Discipline

Chart Data:

Discipline	2014	2015	2016	2017	2018
ATU Local 107	10	11	9	14	1
CUPE Local 1041	1	5	5	7	3
CUPE Local 5167	55	56	65	68	54
CUPE Local 5167 Lodges	1	2	1	6	6
GHVFFA Local 911 Vol Fire	1	0	0	0	0
HOWEA Water Treatment Plant	0	1	3	0	2
HPFFA Local 288 Fire	1	0	1	0	0
ONA Local 50 Health	0	0	0	0	0
ONA Local 50 Lodges	1	0	1	4	1
OPSEU Local 256 EMS	0	0	0	0	1
Total	70	75	85	99	68

Grievance Categories, by Union (2014-2018):

2. Hours of Work - Overtime, Call-in, Call-out, Standby, Continuation of the work day, shift schedule, hours of work

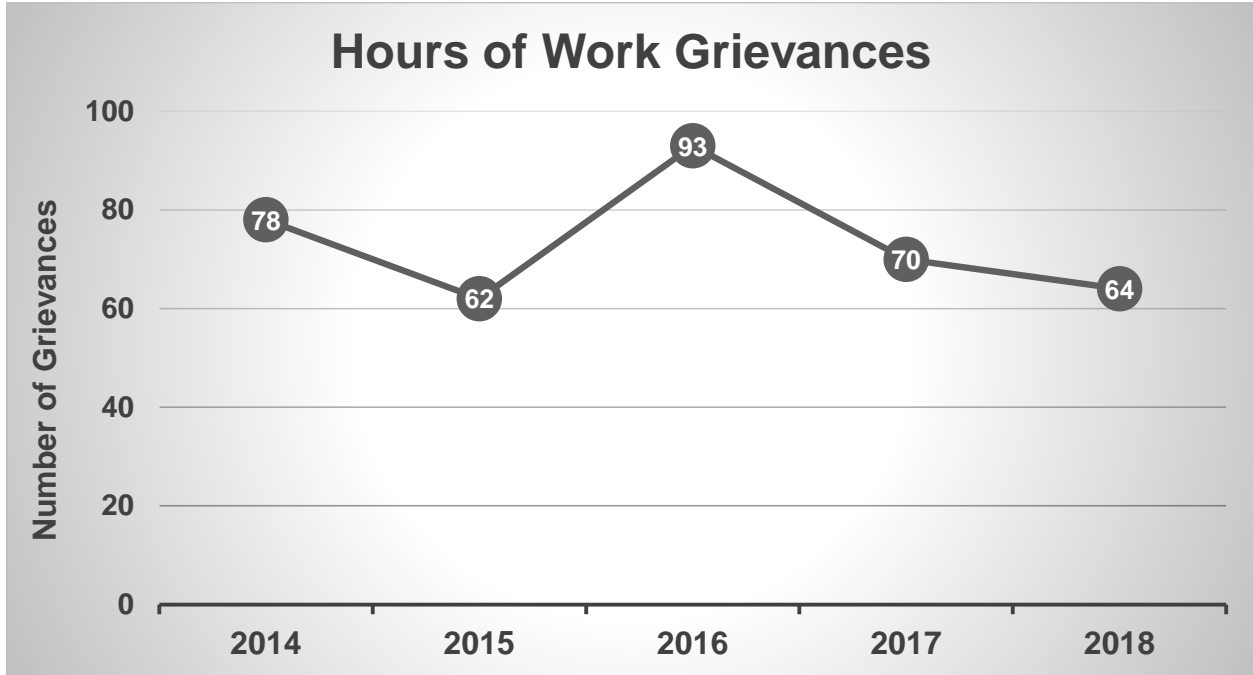


Chart Data:

Hours of Work	2014	2015	2016	2017	2018
ATU Local 107	10	2	2	9	1
CUPE Local 1041	9	5	5	2	5
CUPE Local 5167	43	35	65	22	33
CUPE Local 5167 Lodges	2	1	3	3	4
GHVFFA Local 911 Vol Fire	0	0	0	1	0
HOWEA Water Treatment Plant	5	1	4	2	7
HPFFA Local 288 Fire	0	2	1	1	1
ONA Local 50 Health	0	0	0	0	0
ONA Local 50 Lodges	0	0	0	4	1
OPSEU Local 256 EMS	9	16	13	26	12
Total	78	62	93	70	64

Grievance Categories, by Union (2014-2018):

3. Recruitment - Job postings & filling, Promotion, Demotion, Complement, Vacancies, Testing, temporary postings, HPSB-Secondary Duties



Chart Data:

Recruitment	2014	2015	2016	2017	2018
ATU Local 107	0	10	6	3	1
CUPE Local 1041	4	1	3	1	6
CUPE Local 5167	20	20	34	27	31
CUPE Local 5167 Lodges	3	1	1	0	2
GHVFFA Local 911 Vol Fire	0	0	0	0	0
HOWEA Water Treatment Plant	0	0	1	0	1
HPFFA Local 288 Fire	0	0	2	0	0
ONA Local 50 Health	0	1	0	1	0
ONA Local 50 Lodges	0	0	0	0	0
OPSEU Local 256 EMS	0	4	8	10	3
Total	27	37	55	42	44

Grievance Categories, by Union (2014-2018):

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

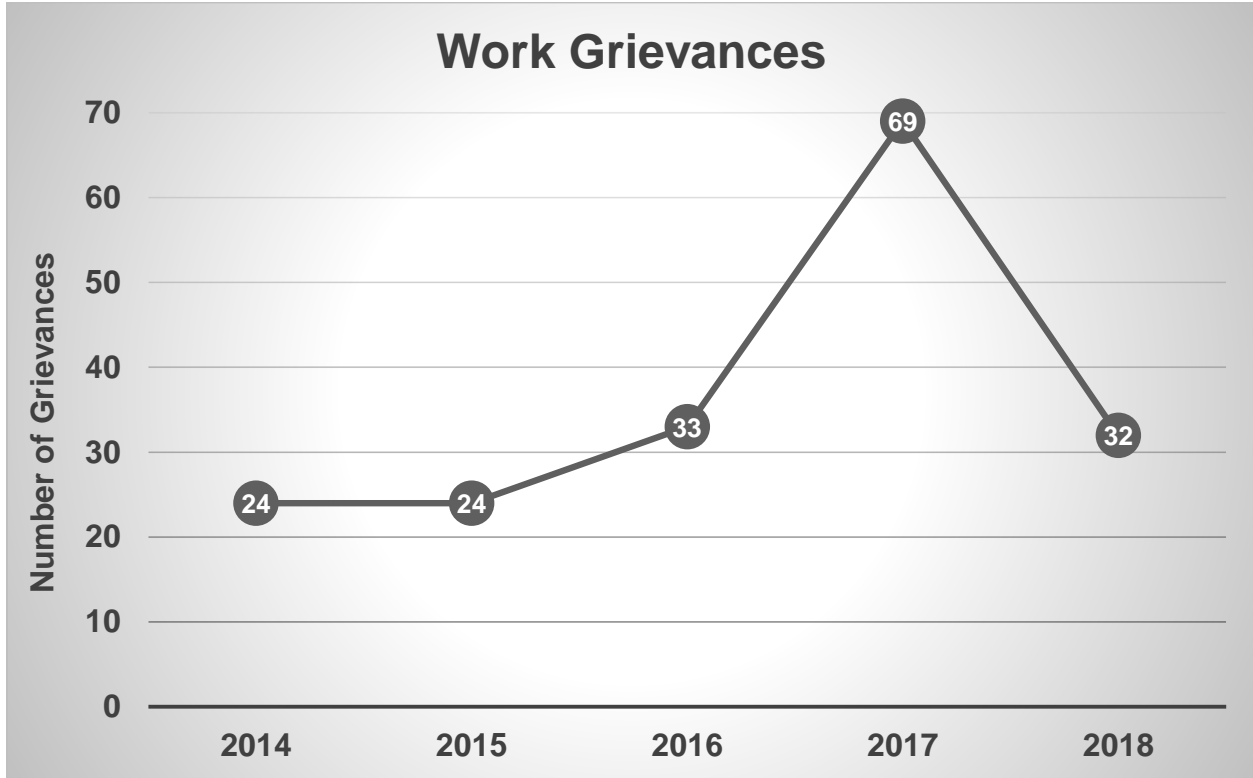


Chart Data:

Work	2014	2015	2016	2017	2018
ATU Local 107	0	0	5	7	1
CUPE Local 1041	5	2	3	36	3
CUPE Local 5167	9	6	5	4	7
CUPE Local 5167 Lodges	0	1	0	3	2
GHVFFA Local 911 Vol Fire	0	0	6	3	0
HOWEA Water Treatment Plant	7	12	3	4	7
HPFFA Local 288 Fire	2	1	4	5	3
ONA Local 50 Health	0	0	0	0	1
ONA Local 50 Lodges	0	2	3	0	1
OPSEU Local 256 EMS	1	0	4	7	7
Total	24	24	33	69	32

Grievance Categories, by Union (2014-2018):

5. Income Protection & RTW: STD, IPP, LTD, Work Accommodation, Return to Work, Doctors Note, Bridging

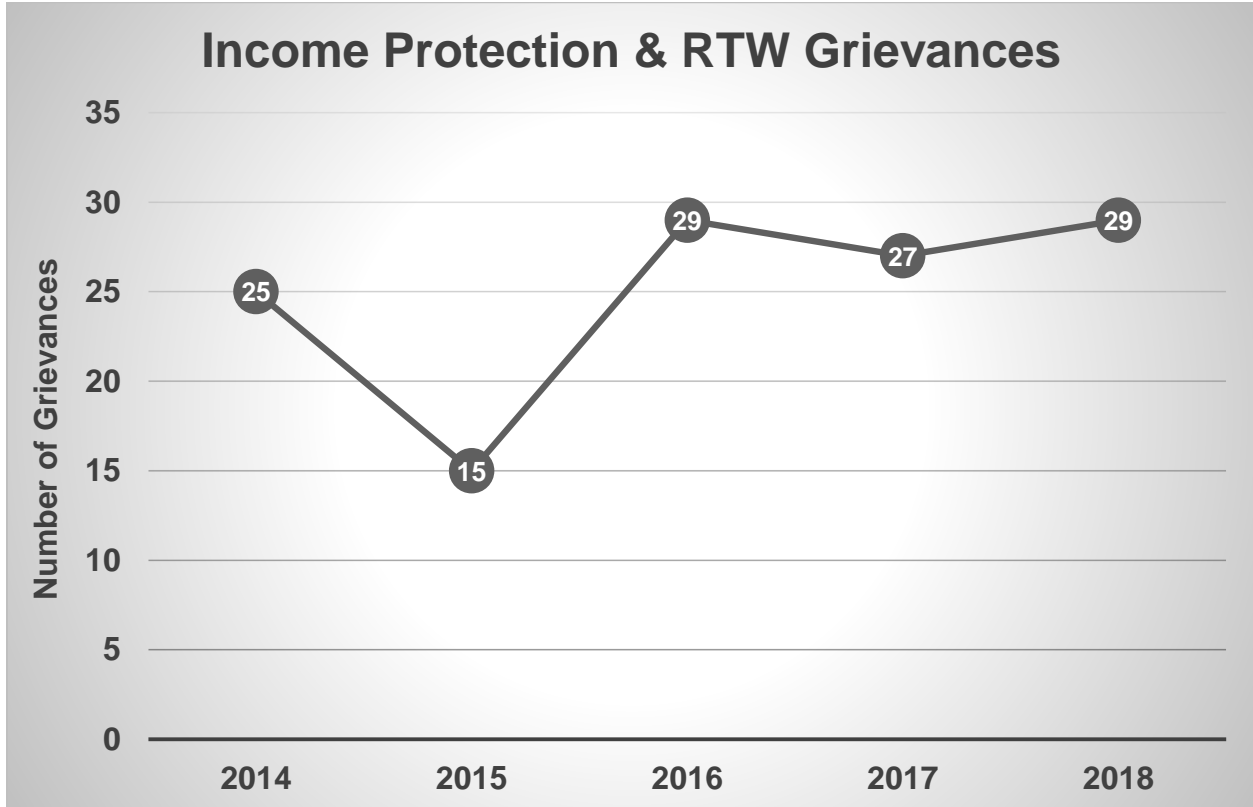


Chart Data:

Income Protection & RTW	2014	2015	2016	2017	2018
ATU Local 107	2	2	3	2	0
CUPE Local 1041	2	0	3	0	2
CUPE Local 5167	7	9	18	17	10
CUPE Local 5167 Lodges	1	0	1	2	3
GHVFFA Local 911 Vol Fire	0	1	0	0	0
HOWEA Water Treatment Plant	2	0	0	0	0
HPFFA Local 288 Fire	4	0	0	1	2
ONA Local 50 Health	5	0	0	0	2
ONA Local 50 Lodges	0	0	1	0	0
OPSEU Local 256 EMS	2	3	3	5	10
Total	25	15	29	27	29

Labour Relations Fees 2018*Amounts are rounded to the nearest dollar***Labour Relations Total Fees (Grievance and Non-Grievance):**** The Legal Fee amount for 2018 includes Inhouse legal cost**** The Legal Fee amount for 2017 includes Inhouse legal costs that was not reported in the last Labour Relations Activity Report*

	Mediator Fees	Arbitrator Fees	Legal Fees	Total LR Fees
2018 Totals *	\$ 35,250	\$ 144,718	\$ 626,110	\$ 806,078
2017 Totals **	\$ 35,203	\$ 122,182	\$ 738,695	\$ 896,080
Difference	\$ 47	\$ 22,536	-\$ 112,585	-\$ 90,002
Percentage Changes	0.1%	18.4%	-15.2%	-10.0%

Grievance Activity by Department

Grievance Costs by Department	Mediator Fees	Arbitrator Fees	Legal Fees	Total Labour Relations Fees	% of total fees per Department
CityHousing Hamilton	\$ -	\$ 3,991	\$ -	\$ 3,991	0.9%
City Manager's Office	\$ 319	\$ -	\$ 23,471	\$ 23,790	5.1%
Corporate Services	\$ 2,074	\$ 2,255	\$ -	\$ 4,329	0.9%
Healthy and Safe Communities	\$ 11,879	\$ 47,319	\$ 138,582	\$ 197,781	42.4%
Planning & Economic Development	\$ 2,360	\$ -	\$ 3,067	\$ 5,426	1.2%
Public Works	\$ 17,804	\$ 63,703	\$ 149,230	\$ 230,738	49.5%
Total Fees (2018)	\$ 34,436	\$ 117,268	\$ 314,350	\$ 466,055	
<i>Total Fees (2017)</i>	<i>\$ 31,659</i>	<i>\$ 112,428</i>	<i>\$ 422,640</i>	<i>\$ 566,726</i>	

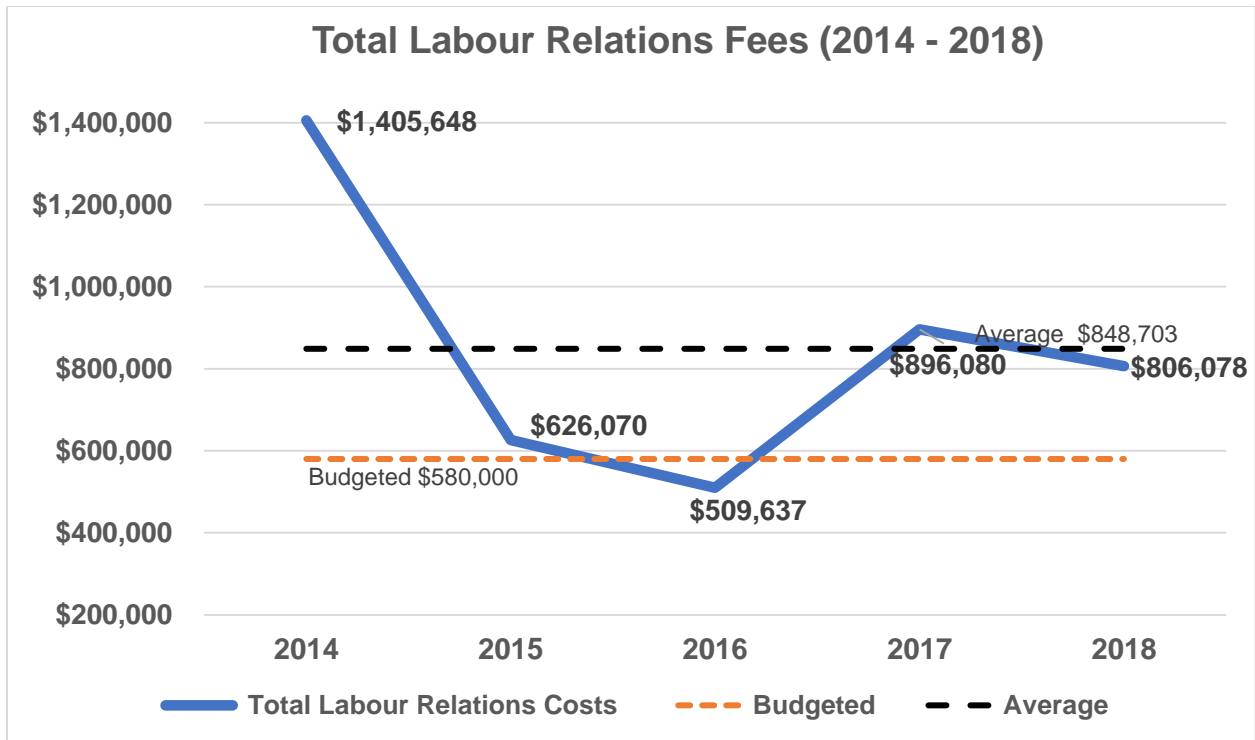
Grievance Activity by Category

Grievance Costs by Category	Mediator Fees	Arbitrator Fees	Legal Fees	Total Labour Relations Fees	% of total fees per grievance category
Attendance	\$ 1,095	\$ 4,550	\$ -	\$ 5,645	1.2%
Benefits	\$ 353	\$ 2,783	\$ 7,519	\$ 10,655	2.3%
Compensation	\$ 913	\$ 6,785	\$ 44,891	\$ 52,590	11.3%
Corporate Policy	\$ 1,649	\$ 5,515	\$ -	\$ 7,164	1.5%
Discipline	\$ 6,574	\$ -	\$ 14,775	\$ 21,348	4.6%
Harassment & Discrimination	\$ 2,117	\$ 2,191	\$ 1,919	\$ 6,228	1.3%
Hours of Work	\$ 7,228	\$ 12,505	\$ 23,078	\$ 42,811	9.2%
Income Protection & RTW	\$ 1,921	\$ 11,080	\$ 22,624	\$ 35,625	7.6%
Job Assignment	\$ 319	\$ 2,193	\$ -	\$ 2,512	0.5%
Job Security	\$ 984	\$ 4,419	\$ -	\$ 5,402	1.2%
Recruitment	\$ 3,917	\$ 10,569	\$ 50,238	\$ 64,723	13.9%
Termination	\$ 3,214	\$ 32,362	\$ 97,471	\$ 133,047	28.5%
Work	\$ 4,153	\$ 13,172	\$ 33,935	\$ 51,259	11.0%
Workplace Admin & Operations	\$ -	\$ 9,146	\$ 17,901	\$ 27,047	5.8%
Total Fees (2018)	\$ 34,436	\$ 117,268	\$ 314,350	\$ 466,055	
<i>Total Fees (2017)</i>	<i>\$ 31,659</i>	<i>\$ 112,428</i>	<i>\$ 422,640</i>	<i>\$ 566,726</i>	

Non-Grievance Activity

Description	Mediator Fees	Arbitrator Fees	Legal Fees	Total Labour Relations Fees	Percentage of Total Fees
Cancellation	\$ 814	\$ -	\$ -	\$ 814	0.2%
Interest Arbitration	\$ -	\$ 27,450	\$ 32,498	\$ 59,948	17.6%
Non-Union Termination	\$ -	\$ -	\$ 12,405	\$ 12,405	3.6%
Human Rights Claims	\$ -	\$ -	\$ 119,632	\$ 119,632	35.2%
Non-Grievance Legal	\$ -	\$ -	\$ 147,224	\$ 147,224	43.3%
Total Fees - Non-Grievance (2018)	\$ 814	\$ 27,450	\$ 311,759	\$ 340,023	
<i>Total Fees - Non-Grievance (2017)</i>	<i>\$ 3,544</i>	<i>\$ 9,754</i>	<i>\$ 316,055</i>	<i>\$ 329,353</i>	
Percentage Change	-77.0%	181.4%	-1.4%%	3.2%	

Total Legal, Mediation & Arbitration Fees:



Total Grievance Costs (Legal, Mediation & Arbitration) vs. Grievance Activity:

