

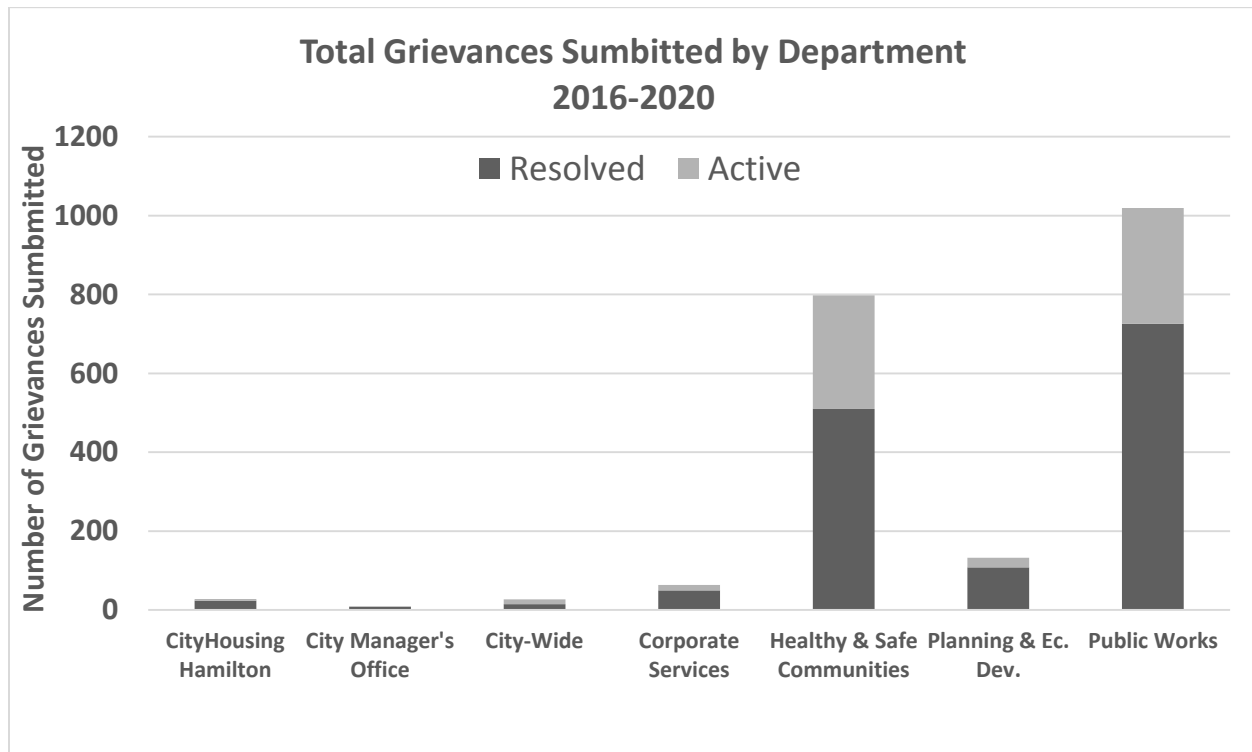
**Collective Agreement Activity:**

<b>Collective Agreements</b>	<b>Term</b>	<b>Status</b>
<b>CUPE 5167 Inside/Outside (including Housing)</b>	January 1, 2019 – December 31, 2022	Agreement Ratified 2019
<b>ATU 107</b>	January 1, 2019 – December 31, 2022	Agreement Ratified 2019
<b>HPFFA 288</b>	January 1, 2018 – December 31, 2022	Agreement Ratified 2019
<b>ONA Lodges</b>	April 1, 2019 – March 31, 2023	Agreement Ratified 2019
<b>ONA Public Health</b>	January 1, 2019 – December 31, 2022	Agreement Ratified 2019
<b>CUPE 1041</b>	January 1, 2019 – December 31, 2022	Agreement Ratified 2020
<b>IUOE 772</b>	January 1, 2019 – December 31, 2022	Agreement Ratified 2019
<b>CUPE 5167 Lodges</b>	April 1, 2013 – March 31, 2019	Expired March 31, 2019 Negotiations underway
<b>GHVFFA 911</b>	January 1, 2020 – December 31, 2023	Agreement Ratified 2021
<b>OPSEU 256</b>	April 1, 2016 – March 31, 2020	Expired 2020 Negotiations underway
<b>HOWEA</b>	January 1, 2017 – December 31, 2020	Expired 2020 Negotiations underway

**Percentage of Overall Grievance Submission per Department (2020):**

Department	2020 Headcount	Non-Unionized Headcount	Unionized Headcount	% of Union Employee within Dept.	% of Union Employee within COH	Number of Grievances*	% of Overall Grievances
City Housing Hamilton	200	90	110	55.00%	1.34%	4	1.06%
City Manager's Office	144	132	12	8.33%	0.15%	2	0.53%
Corporate Services	507	223	285	56.21%	3.48%	11	2.92%
Healthy and Safe Communities	4202	754	3452	82.15%	42.19%	146	38.73%
Planning & Economic Development	866	399	468	54.04%	5.72%	27	7.16%
Public Works	2264	190	2074	91.61%	25.35%	183	48.54%
City Wide Policy Grievances	n/a	n/a	n/a	n/a	n/a	4	1.06%
<b>*Total</b>	<b>8183</b>	<b>1788</b>	<b>6401</b>	<b>N/A</b>	<b>78.22%</b>	<b>377</b>	<b>100.00%</b>

## Total Grievances by Department



### Total Grievances by Department Summary (2016-2020):

Department	2016	2017	2018	2019	2020	Total Grievances Submitted	Total Grievances Resolved	Total Active Grievances
CityHousing Hamilton	4	8	3	11	4	30	24	4
City Manager's Office	2	0	4	0	2	8	8	1
City-Wide	8	5	9	3	4	29	15	12
Corporate Services	9	16	9	18	11	63	50	13
Healthy & Safe Communities	148	210	145	146	146	795	510	288
Planning & Ec. Dev.	17	32	29	27	27	132	108	24
Public Works	265	208	188	175	183	1019	726	293
<b>Total</b>	<b>453</b>	<b>479</b>	<b>387</b>	<b>380</b>	<b>377</b>	<b>2076</b>	<b>1441</b>	<b>635</b>

**Grievance Categories**

**Attendance:** Vacation, Stat Holidays, Absent Without Leave (AWOL), Leave of Absence, Bereavement, Attendance Support Program (ASP), Lieu Bank, Sick Bank, Flex Time

**Benefits:** Health Benefits, Life Insurance, OMERS, Accidental Death & Dismemberment (AD&D), Benefits

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

**Corporate Policy:** Driver Safety & Compliance Manual, 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:** Short Term Disability (STD), Income Protection Plan (IPP), Long Term Disability (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

**Termination:** Termination, Severance

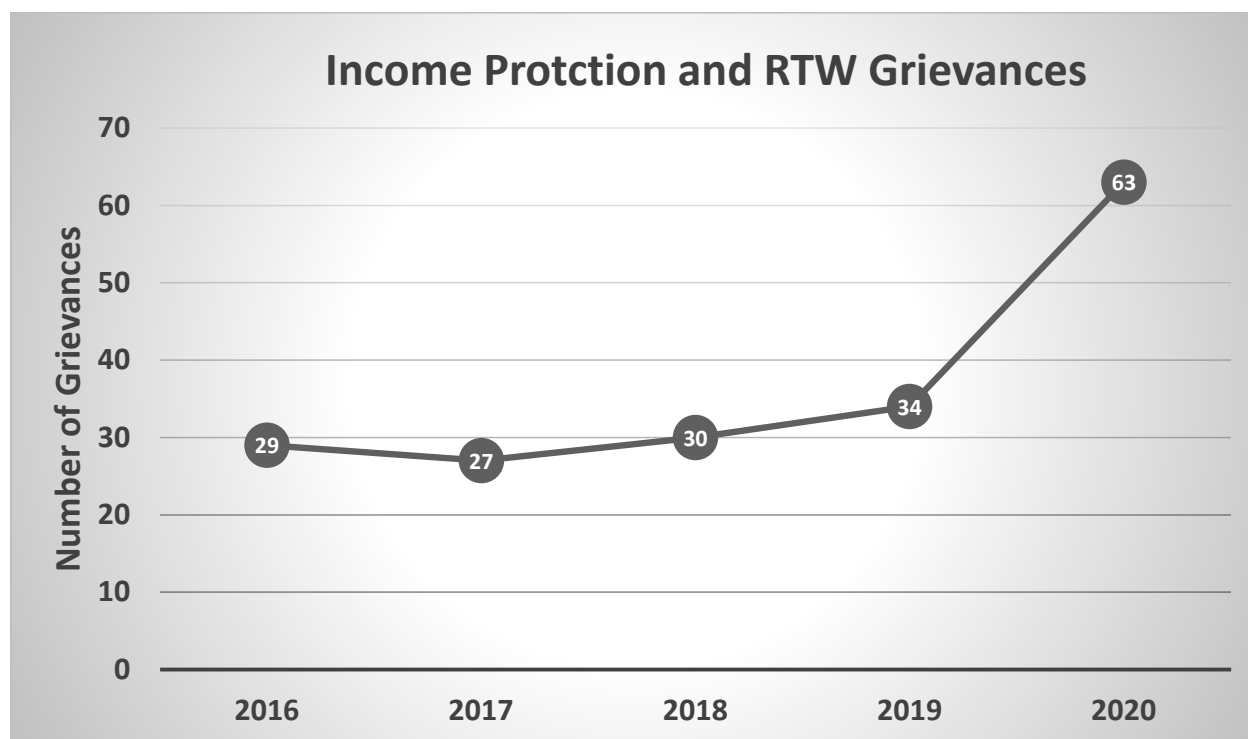
**Work:** Duties, Scope, Work of the Bargaining Unit, Contracting Out, Union Representation, Technological Change, Workplace Safety, Meal Breaks

**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

**Top five grieved categories in 2020, by Union:****1. Discipline - Verbal, Written, Suspension, Discipline****Chart Data:**

<b>Discipline</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
ATU Local 107	9	14	1	13	4
CUPE Local 1041	5	7	3	3	6
CUPE Local 5167	65	68	54	51	55
CUPE Local 5167 Lodges	1	6	6	23	11
GHVFFA Local 911 Vol Fire	3	0	2	1	0
HOWEA Water Treatment Plant	1	0	0	0	1
HPFFA Local 288 Fire	0	0	0	1	0
ONA Local 50 Health	1	4	1	2	0
ONA Local 50 Lodges	0	0	1	0	0
OPSEU Local 256 EMS	0	0	0	0	0
<b>Total</b>	<b>85</b>	<b>99</b>	<b>68</b>	<b>94</b>	<b>77</b>

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



**Chart Data:**

<b>Income Protection &amp; RTW</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
ATU Local 107	3	2	0	5	5
CUPE Local 1041	3	0	3	3	8
CUPE Local 5167	18	17	10	9	35
CUPE Local 5167 Lodges	1	2	3	3	7
GHVFFA Local 911 Vol Fire	0	0	0	2	0
HOWEA Water Treatment Plant	0	1	2	0	1
HPFFA Local 288 Fire	0	0	2	0	2
ONA Local 50 Health	1	0	0	0	0
ONA Local 50 Lodges	3	5	10	12	5
OPSEU Local 256 EMS	0	0	0	0	0
<b>Total</b>	<b>29</b>	<b>27</b>	<b>30</b>	<b>34</b>	<b>63</b>

## 13

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

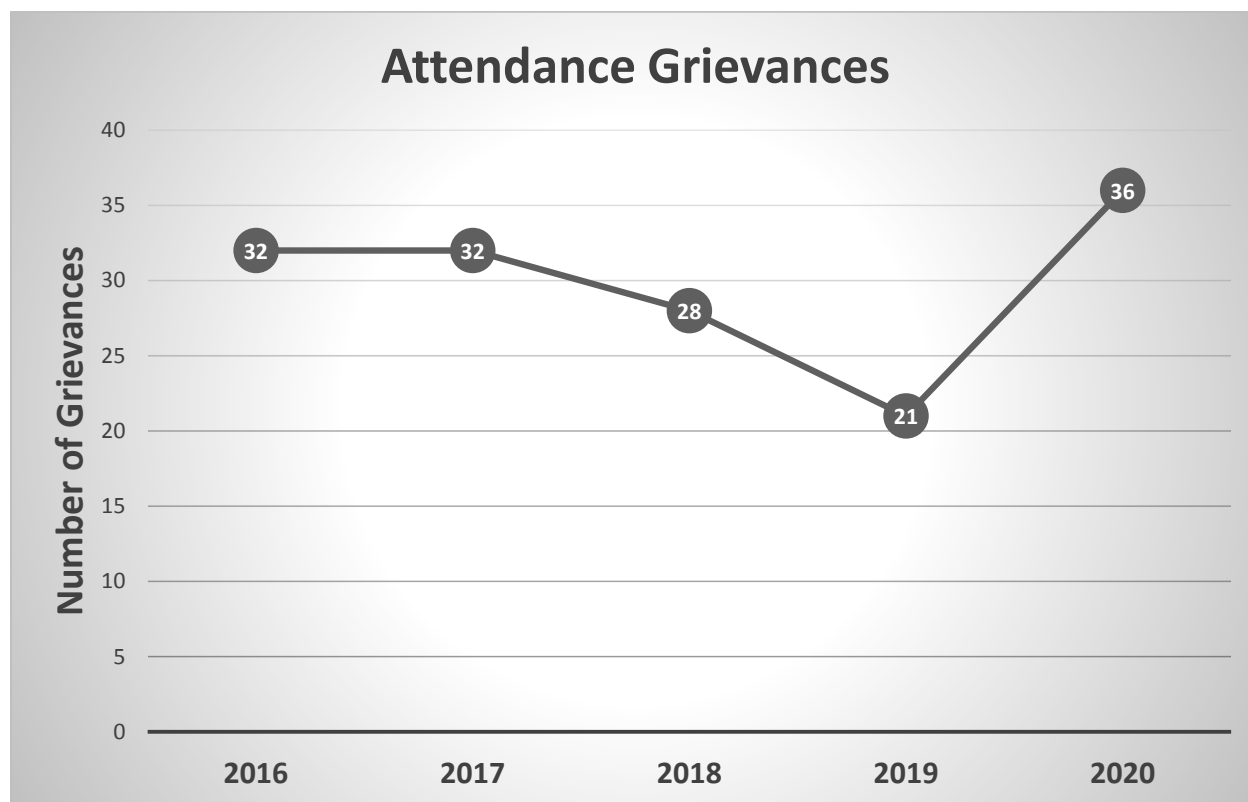


Chart Data:

Hours of Work	2016	2017	2018	2019	2020
ATU Local 107	2	9	1	3	5
CUPE Local 1041	5	2	5	5	5
CUPE Local 5167	65	22	33	35	25
CUPE Local 5167 Lodges	3	3	4	8	1
GHVFFA Local 911 Vol Fire	4	2	7	7	0
HOWEA Water Treatment Plant	1	1	1	0	0
HPFFA Local 288 Fire	0	0	0	0	0
ONA Local 50 Health	0	4	1	1	1
ONA Local 50 Lodges	13	26	12	2	1
OPSEU Local 256 EMS	0	1	0	0	0
<b>Total</b>	<b>93</b>	<b>70</b>	<b>64</b>	<b>61</b>	<b>38</b>

13

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



Attendance	2016	2017	2018	2019	2020
ATU Local 107	0	3	0	0	0
CUPE Local 1041	7	3	3	3	7
CUPE Local 5167	19	9	12	13	24
CUPE Local 5167 Lodges	2	1	1	1	1
GHVFFA Local 911 Vol Fire	0	0	0	0	0
HOWEA Water Treatment Plant	0	1	3	1	1
HPFFA Local 288 Fire	0	0	0	0	0
ONA Local 50 Health	0	0	0	0	0
ONA Local 50 Lodges	0	0	0	0	0
OPSEU Local 256 EMS	4	15	9	3	3
<b>Total</b>	<b>32</b>	<b>32</b>	<b>28</b>	<b>21</b>	<b>36</b>



## 13

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



Chart Data:

Recruitment	2016	2017	2018	2019	2020
ATU Local 107	6	2	1	0	3
CUPE Local 1041	3	1	5	3	0
CUPE Local 5167	34	27	31	22	14
CUPE Local 5167 Lodges	1	0	2	3	5
GHVFFA Local 911 Vol Fire	1	0	1	0	0
HOWEA Water Treatment Plant	2	0	0	0	0
HPFFA Local 288 Fire	0	1	0	0	0
ONA Local 50 Health	0	0	0	1	1
ONA Local 50 Lodges	8	10	3	1	6
OPSEU Local 256 EMS	0	0	0	0	0
<b>Total</b>	<b>55</b>	<b>41</b>	<b>43</b>	<b>30</b>	<b>29</b>

**Labour Relations Fees 2020****Labour Relations Total Costs (Grievance & Non Grievance)**

	<b>Mediator Fees</b>	<b>Arbitrator Fees</b>	<b>Legal Fees</b>	<b>Total LR Fees</b>
<b>2020 Totals *</b>	\$31,010	\$45,552	\$573,043	<b>\$649,605</b>
<b>2019 Totals *</b>	\$37,481	\$83,945	\$521,472	<b>\$642,898</b>
<b>Difference</b>	-\$6,471	- \$38,393	\$51,572	<b>\$6,707</b>
<b>Percentage Changes</b>	<b>-17.3%</b>	<b>-45.7%</b>	<b>9.9%</b>	<b>1.0%</b>

\* the Legal Fee amount for 2019 and 2020 includes Inhouse legal cost and are rounded to the nearest dollar

**Grievance Activity by Department**

<b>Grievance Costs by Department</b>	<b>Mediator Fees</b>	<b>Arbitrator Fees</b>	<b>Legal Fees</b>	<b>Total Labour Relations Fees</b>	<b>% of total fees per Department</b>
City Housing Hamilton	\$946	\$0	\$11,088	\$ 12,034	<b>4.2%</b>
City Manager's Office	\$0	\$0	\$8,698	\$ 8,698	<b>3.1%</b>
Corporate Services	\$631	\$2,035	\$26,729	\$ 29,395	<b>10.2%</b>
Healthy and Safe Communities	\$10,704	\$20,610	\$87,868	\$ 119,183	<b>41.2%</b>
Planning & Economic Development	\$3,918	\$0	\$226	\$ 4,144	<b>1.4%</b>
Public Works	\$14,811	\$17,615	\$83,284	\$ 115,710	<b>40.0%</b>
<b>Total Fees (2020)</b>	<b>\$ 31,010</b>	<b>\$ 40,260</b>	<b>\$ 217,894</b>	<b>\$ 289,163</b>	

13

<i>Total Fees (2019)</i>	\$ 37,481	\$ 64,631	\$ 279,067	\$ 381,179
--------------------------	-----------	-----------	------------	------------

**Grievance Activity by Category**

<b>Grievance Costs by Category</b>	<b>Mediator Fees</b>	<b>Arbitrator Fees</b>	<b>Legal Fees</b>	<b>Total Labour Relations Fees</b>	<b>% of total fees per grievance category</b>
Attendance	\$3,040	\$9,131	\$27,245	\$ 39,416	13.6%
Benefits	\$0	\$1,018	\$20,123	\$ 21,141	7.3%
Compensation	\$1,217	\$1,018	\$7,033	\$ 9,268	3.2%
Corporate Policy	\$526	\$2,035	\$13,093	\$ 15,654	5.4%
Discipline	\$6,711	\$0	\$2,200	\$ 8,911	3.1%
Harassment & Discrimination	\$3,272	\$9,202	\$29,786	\$ 42,260	14.6%
Hours of Work	\$2,779	\$2,035	\$6,363	\$ 11,177	3.9%
Income Protection & RTW	\$6,991	\$4,312	\$48,878	\$ 60,181	20.8%
Job Assignment	\$315	\$0	\$132	\$ 447	0.2%
Job Security	\$0	\$0	\$0	\$ -	0.0%
Recruitment	\$1,692	\$0	\$1,842	\$ 3,534	1.2%
Termination	\$3,216	\$4,203	\$31,838	\$ 39,257	13.6%
Work	\$625	\$7,306	\$28,880	\$ 36,811	12.7%
Workplace Admin & Operations	\$625	\$0	\$481	\$ 1,106	0.4%
<b>Total Fees (2020)</b>	<b>\$ 31,010</b>	<b>\$ 40,260</b>	<b>\$ 217,894</b>	<b>\$ 289,163</b>	

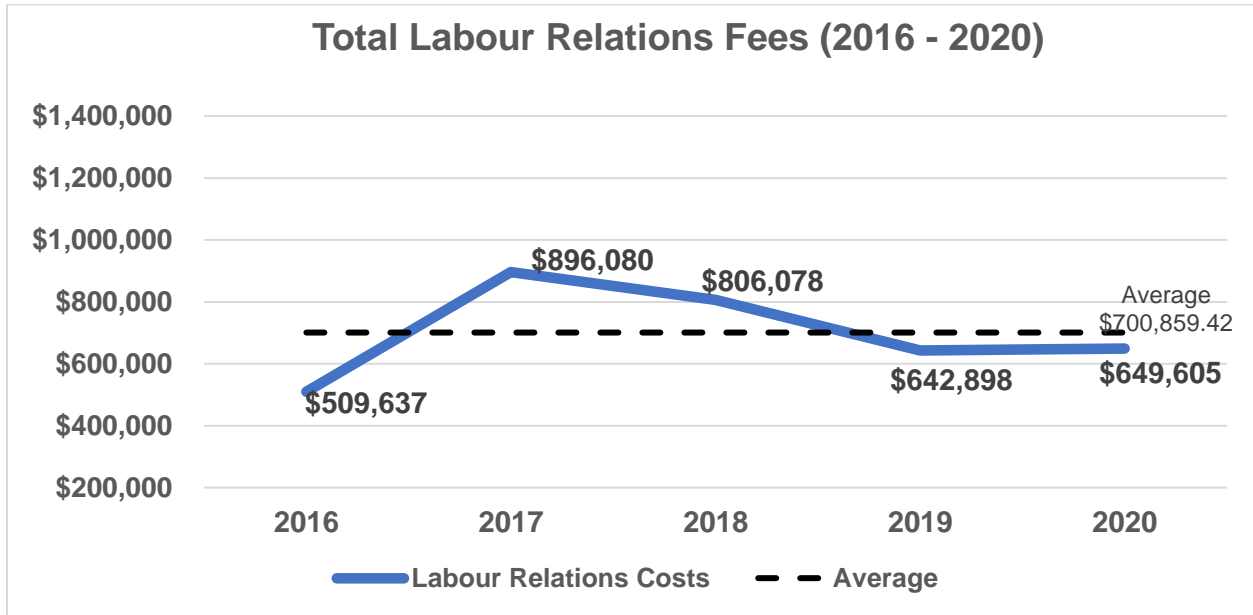
13

<i>Total Fees (2019)</i>	\$ 37,481	\$ 69,398	\$ 279,067	\$ 381,179
--------------------------	-----------	-----------	------------	------------

**Non-Grievance Activity**

<b>Non-Grievance Costs by Description</b>	<b>Arbitrator Fees</b>	<b>Legal Fees</b>	<b>Total Labour Relations Fees</b>	<b>Percentage of Total Fees</b>
Interest Arbitration	\$0	\$0	\$0	<b>0.00%</b>
Non-Union Termination	\$0	\$9,807	\$9,807	<b>2.72%</b>
Human Rights Claims	\$0	\$104,294	\$104,294	<b>28.94%</b>
Non-Grievance Legal	\$5,291	\$240,853	\$246,144	<b>68.29%</b>
Non-Union Grievance (Management rights)	\$0	\$195	\$195	<b>0.05%</b>
<b>Total Fees - Non- Grievance (2020)</b>	<b>\$ 5,291</b>	<b>\$ 355,149</b>	<b>\$ 360,441</b>	
<i>Total Fees - Non- Grievance (2019)</i>	<i>\$ 14,547</i>	<i>\$ 242,404</i>	<i>\$ 261,718</i>	
<b>Percentage Change</b>	-63.62%	46.51%	37.72%	

**Total Legal, Mediation & Arbitration Fees:**



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

