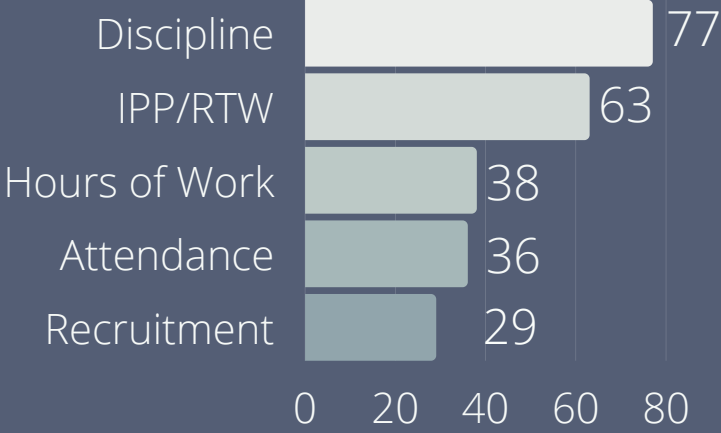


ANNUAL LABOUR RELATIONS ACTIVITY REPORT

2020 HIGHLIGHTS

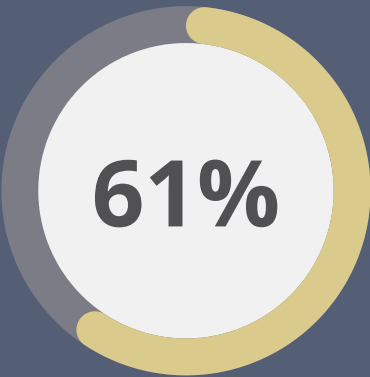
Top **5**
Grievance
Categories



Increase
Attendance
71%
IPP/RTW
85%

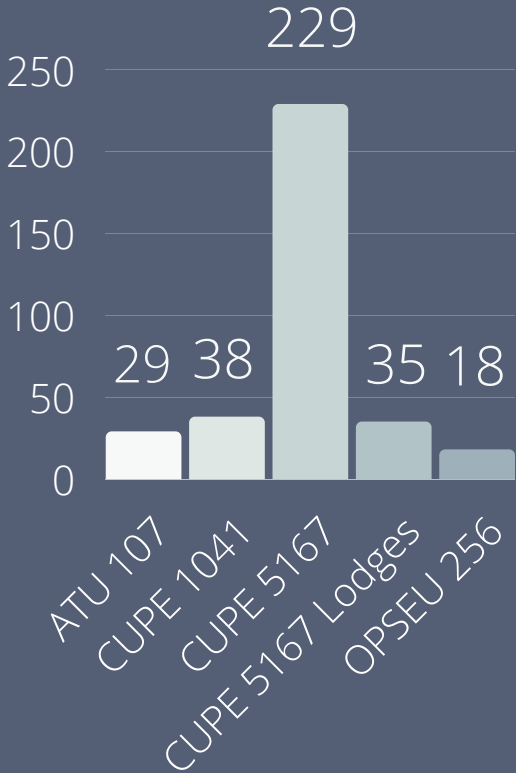


Decrease
Discipline
18%
Hours of Work
38%
Recruitment
3%



Filed by
CUPE 5167

Top **5**
Bargaining
Unit Grievance
Activity



Grievances by Department



SNAP SHOT
OF LABOUR
RELATIONS
2020

1 Collective
Agreement
Ratified

\$31,010

MEDIATOR
FEES

377

GRIEVANCES
FILED

\$45,552

ARBITRATOR
FEES

7

SETTLED AT
ARBITRATION

1

ARBITRATION
AWARD

53

RESOLVED BY
MEDIATION

\$573,043

LEGAL
FEES

\$649,605

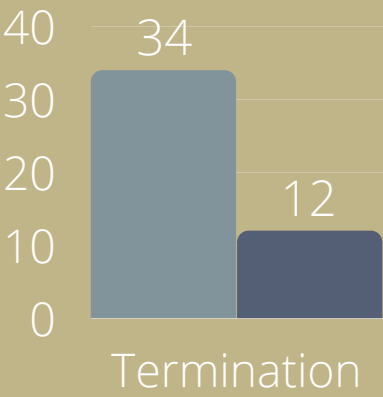
TOTAL
LR
FEES

ANNUAL LABOUR RELATIONS ACTIVITY REPORT

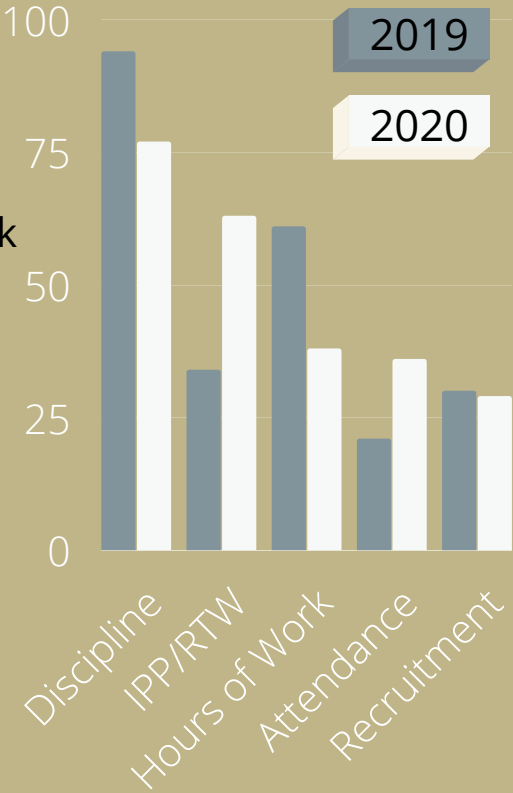
2019 COMPARISONS

Top 5 Grievance Categories

2019	2020
1. Discipline	1. Discipline
2. Hours of Work	2. IPP/RTW
3. Termination	3. Hours of Work
4. IPP/RTW	4. Attendance
5. Recruitment	5. Recruitment

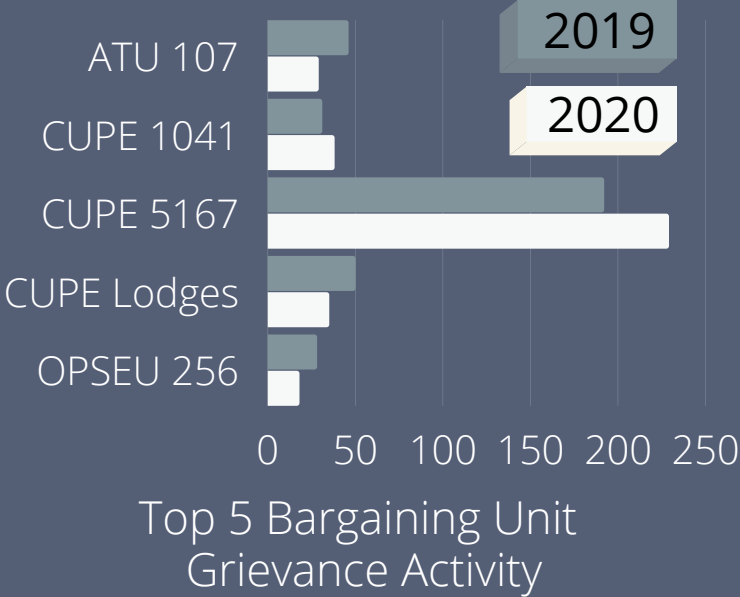
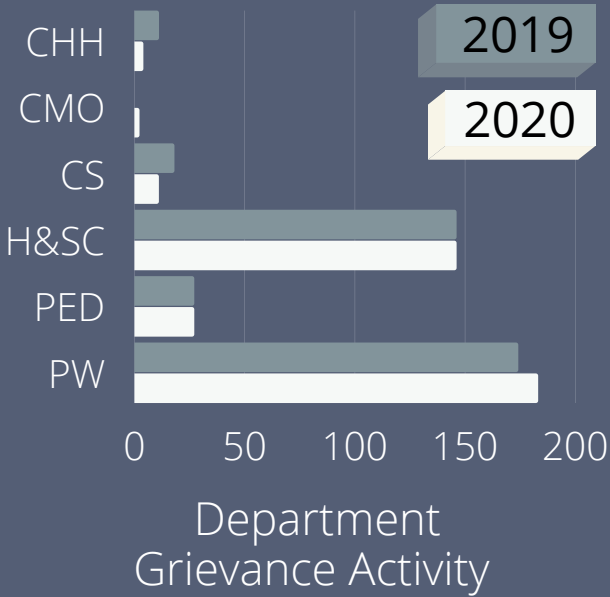


Termination Grievances
2020- 65% Decrease
Primarily attributed to the effects of the pandemic and the transition to a work from home environment.



COVID19

- Majority of 2020 Grievances-Issues filed were unique to responses to the pandemic:
- Emergency Order- Implications
 - PPE Standards
 - Availability
 - New processes
 - Vacation approval/scheduling
 - Vacation on sick leave
 - Absence Coding
 - Ministry Guidelines
 - Employer Self Screening Tool



2019

6

Collective Agreements Ratified

380

GRIEVANCES FILED

254

GRIEVANCES RESOLVED

151

RESOLVED BY MEDIATION

3

ARBITRATION AWARDS

2020

1

Collective Agreement Ratified

377

147

53

1

LABOUR RELATIONS FEES

Mediation Fees	\$37,481	\$31,010
Arbitration Fees	\$83,945	\$45,552
Legal Fees	\$521,472	\$573,043
Total LR Fees	\$642,898	\$649,605

2019

2020



17.5% Decrease in Mediation fees
45.7% Decrease in Arbitration fees



9.9% Increase in Legal Fees
1% Increase in Total LR Fees