

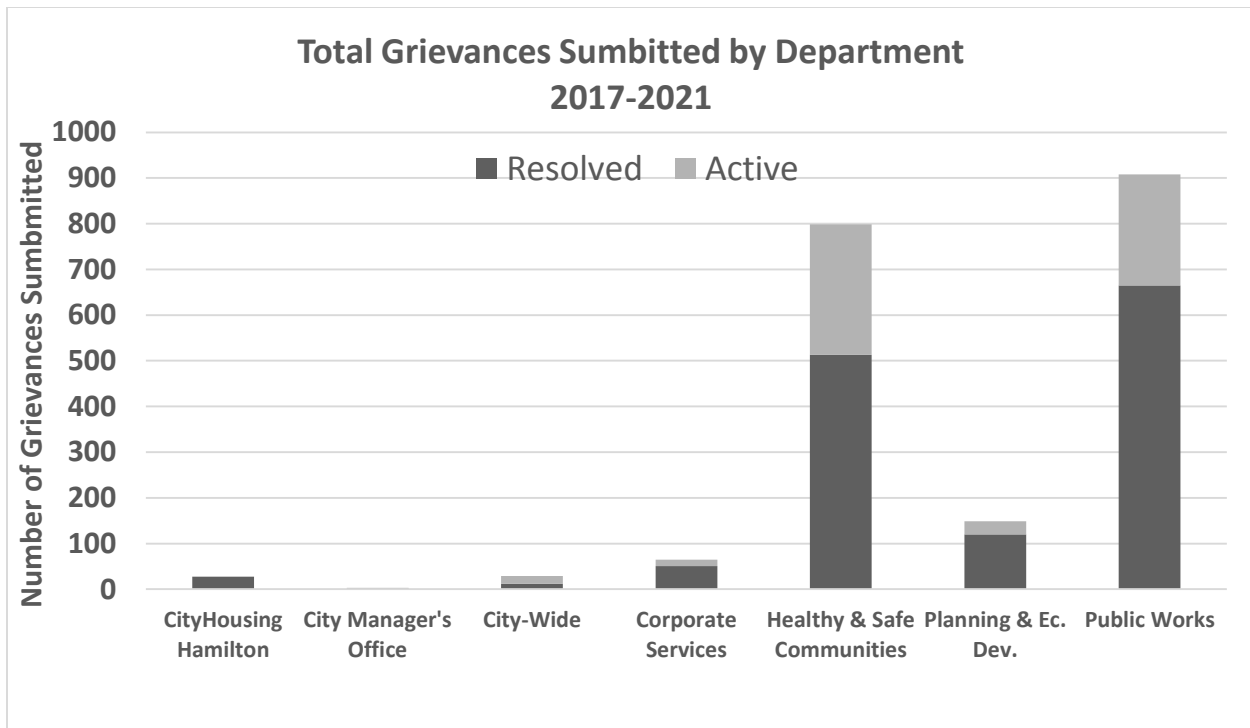
**Collective Agreement Activity**

<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, 2019 – March 31, 2023	Agreement Ratified 2021
<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, 2021 – December 31, 2024	Agreement Ratified 2021

Percentage of Overall Grievance Submission per Department (2021)

Department	2021 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	199	91	108	54.3%	1.3%	4	1.1%
City Manager's Office	135	130	5	3.7%	0.1%	0	0.0%
Corporate Services	501	220	281	56.1%	3.5%	11	3.1%
Healthy and Safe Communities	4156	734	3422	82.3%	42.1%	150	41.9%
Planning & Economic Development	870	398	472	54.3%	5.8%	30	8.4%
Public Works	2261	188	2073	91.7%	25.5%	155	43.3%
City Wide Policy Grievances	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	8	2.2%
<b>Total</b>	<b>8122</b>	<b>1761</b>	<b>6361</b>	<b>N/A</b>	<b>78.3%</b>	<b>358</b>	<b>100.0%</b>

**Total Grievances by Department**



**Total Grievances by Department Summary (2017-2021)**

Department	2017	2018	2019	2020	2021	Total Grievances Submitted	Total Grievances Resolved	Total Active Grievances
CityHousing Hamilton	8	3	9	4	4	28	27	1
City Manager's Office	0	1	0	2	0	3	2	1
City-Wide	5	9	3	4	8	29	12	17
Corporate Services	16	9	18	11	11	65	51	14
Healthy & Safe Communities	210	145	148	146	150	799	513	286
Planning & Ec. Dev.	32	32	27	28	30	149	120	29
Public Works	208	188	175	182	155	908	665	243
<b>Total</b>	<b>479</b>	<b>387</b>	<b>380</b>	<b>377</b>	<b>358</b>	<b>1981</b>	<b>1390</b>	<b>591</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 2021, by Union**

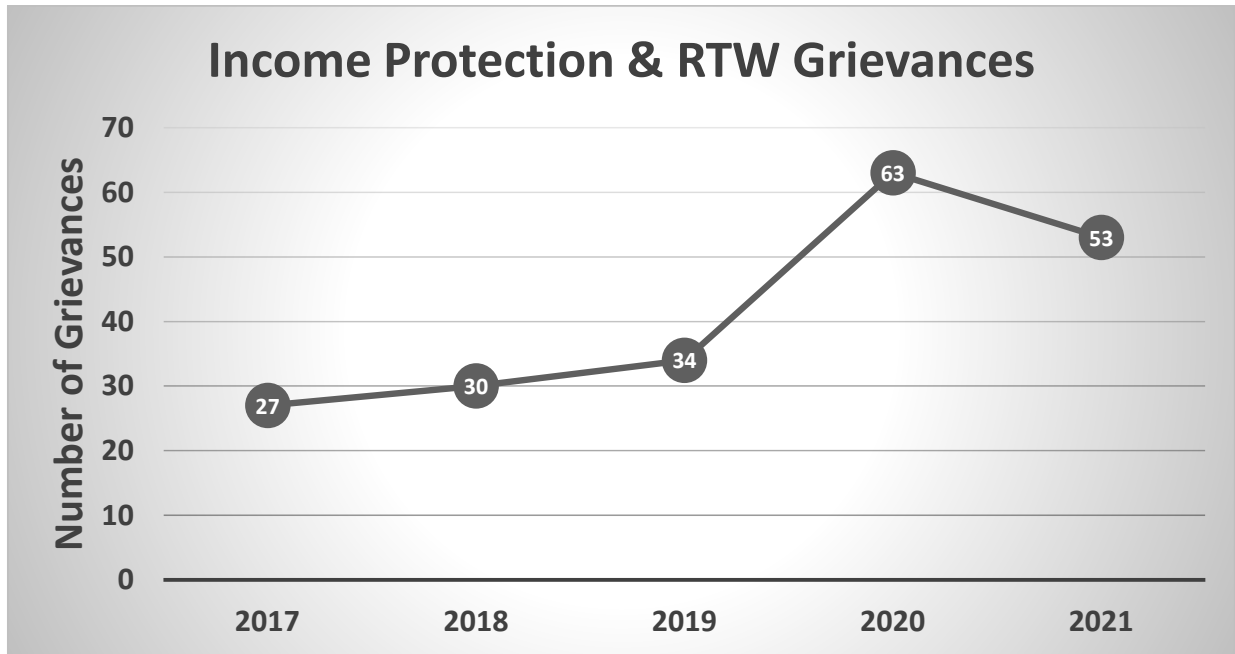
**1. Discipline - Verbal, Written, Suspension, Discipline**



**Chart Data**

<b>Discipline</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
ATU Local 107	14	1	13	4	17
CUPE Local 1041	7	3	3	6	2
CUPE Local 5167	68	54	51	54	35
CUPE Local 5167 Lodges	6	6	23	11	4
GHVFFA Local 911 Vol Fire	0	2	1	0	0
HOWEA Water Treatment Plant	0	0	0	1	0
HPFFA Local 288 Fire	0	0	1	1	0
ONA Local 50 Health	4	1	2	0	3
ONA Local 50 Lodges	0	1	0	0	1
OPSEU Local 256 EMS	0	0	0	0	2
<b>Total</b>	<b>99</b>	<b>68</b>	<b>94</b>	<b>77</b>	<b>64</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>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
ATU Local 107	2	0	5	5	14
CUPE Local 1041	0	3	3	8	7
CUPE Local 5167	17	10	9	35	18
CUPE Local 5167 Lodges	2	3	3	7	7
GHVFFA Local 911 Vol Fire	0	0	2	0	0
HOWEA Water Treatment Plant	1	2	0	1	1
HPFFA Local 288 Fire	0	2	0	2	2
ONA Local 50 Health	0	0	0	0	0
ONA Local 50 Lodges	5	10	12	5	0
OPSEU Local 256 EMS	0	0	0	0	4
<b>Total</b>	<b>27</b>	<b>30</b>	<b>34</b>	<b>63</b>	<b>53</b>

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

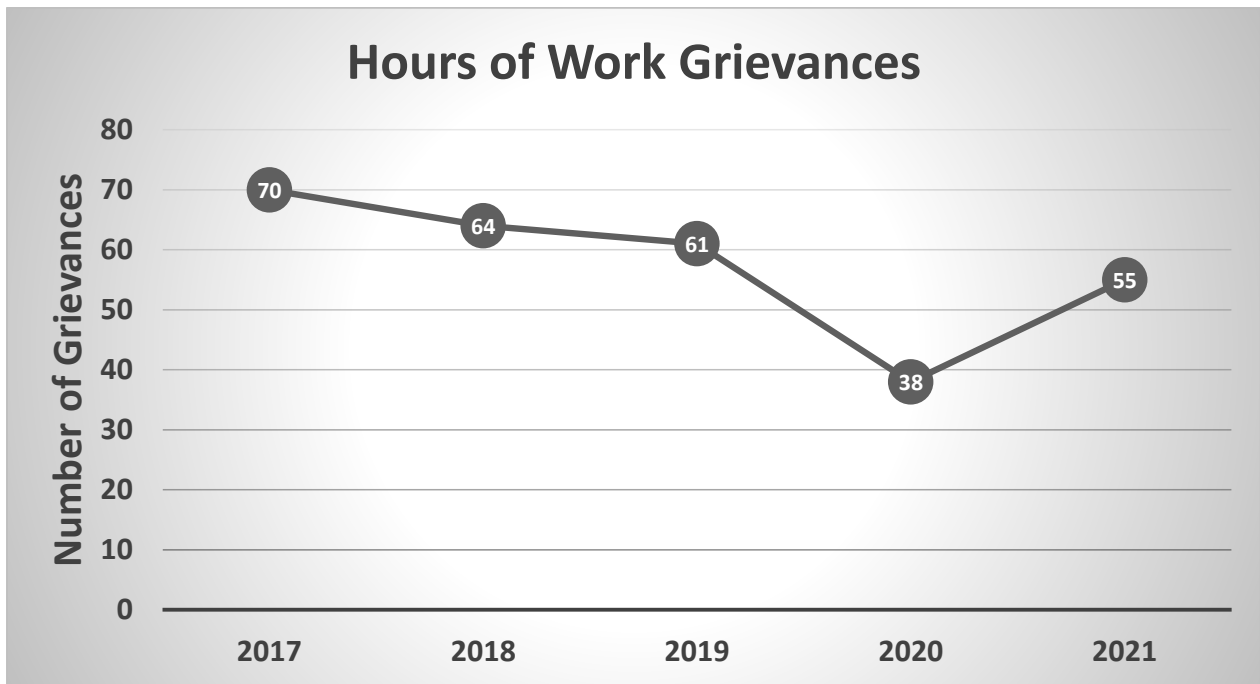


Chart Data

Hours of Work	2017	2018	2019	2020	2021
ATU Local 107	9	1	3	5	1
CUPE Local 1041	2	5	5	5	6
CUPE Local 5167	22	33	35	25	30
CUPE Local 5167 Lodges	3	4	8	1	3
GHVFFA Local 911 Vol Fire	2	7	7	0	0
HOWEA Water Treatment Plant	1	1	0	0	6
HPFFA Local 288 Fire	0	0	0	0	0
ONA Local 50 Health	4	1	1	1	0
ONA Local 50 Lodges	26	12	2	1	7
OPSEU Local 256 EMS	1	0	0	0	2
<b>Total</b>	<b>70</b>	<b>64</b>	<b>61</b>	<b>38</b>	<b>55</b>

4. Corporate Policy: Driver Safety & Compliance Manual, Corporate Policy

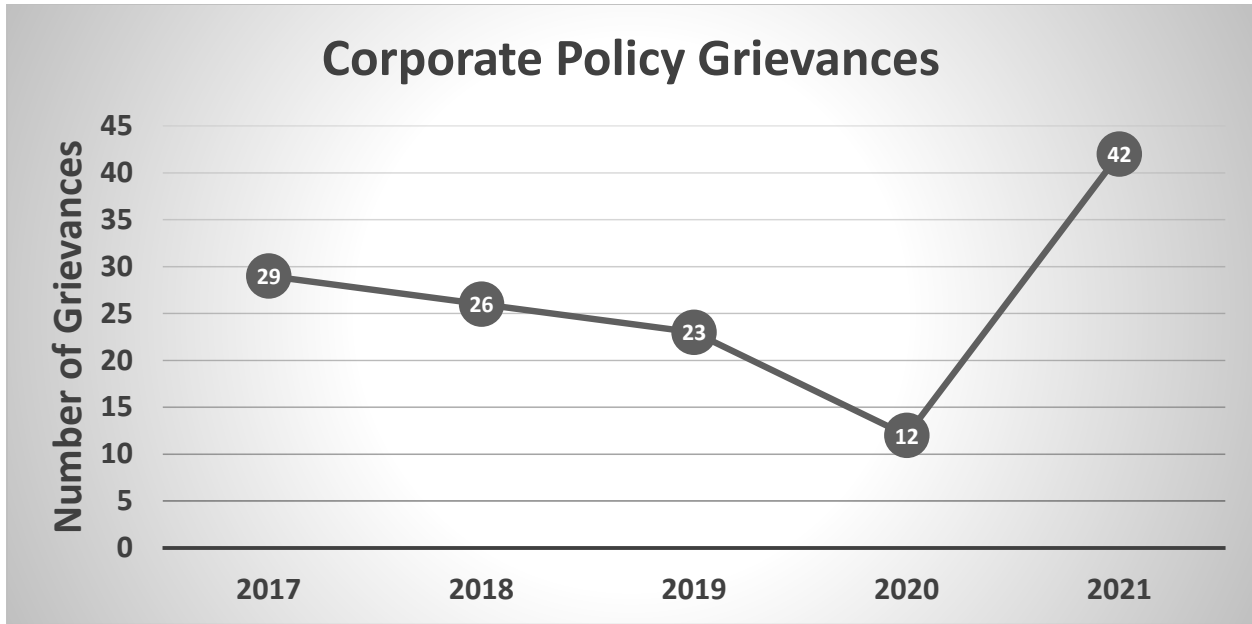
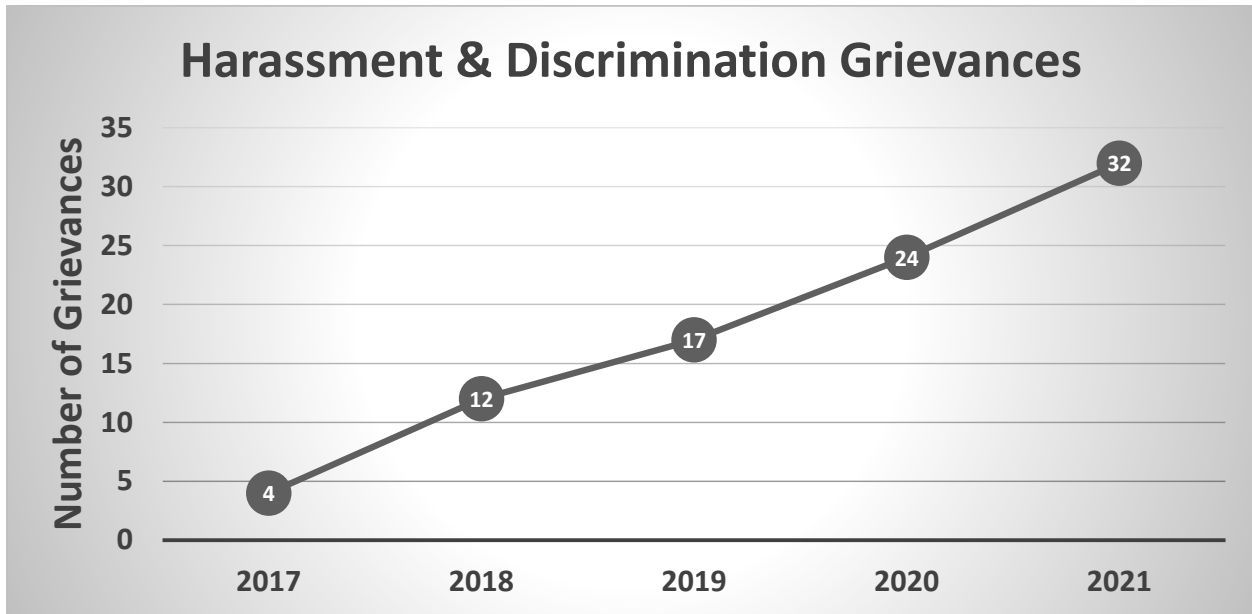


Chart Data

Corporate Policy	2017	2018	2019	2020	2021
ATU Local 107	2	0	5	2	3
CUPE Local 1041	2	1	0	0	2
CUPE Local 5167	24	24	13	9	25
CUPE Local 5167 Lodges	0	0	3	0	2
GHVFFA Local 911 Vol Fire	0	0	0	0	0
HOWEA Water Treatment Plant	1	1	2	1	0
HPFFA Local 288 Fire	0	0	0	0	4
ONA Local 50 Health	0	0	0	0	0
ONA Local 50 Lodges	0	0	0	0	1
OPSEU Local 256 EMS	0	0	0	0	5
<b>Total</b>	<b>29</b>	<b>26</b>	<b>23</b>	<b>12</b>	<b>42</b>



**5. Harassment/Discrimination:** Harassment, Discrimination, Human Rights, Toxic/Poisonous Workplace



**Chart Data**

<b>Harassment &amp; Discrimination</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
ATU Local 107	2	0	4	1	0
CUPE Local 1041	0	3	6	4	5
CUPE Local 5167	0	3	4	11	20
CUPE Local 5167 Lodges	0	0	2	6	4
GHVFFA Local 911 Vol Fire	0	0	0	0	1
HOWEA Water Treatment Plant	0	0	0	0	0
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	1	1
OPSEU Local 256 EMS	2	6	1	1	1
<b>Total</b>	<b>4</b>	<b>12</b>	<b>17</b>	<b>24</b>	<b>32</b>

## Labour Relations Fees 2021

## Labour Relations Total Costs (Grievance &amp; Non-Grievance)

	Mediator Fees	Arbitrator Fees	Legal Fees	Total LR Fees
<b>2021 Totals *</b>	\$45,553	\$49,670	\$584,417	<b>\$679,641</b>
<b>2020 Totals *</b>	\$31,010	\$45,552	\$573,043	<b>\$649,605</b>
<b>Difference</b>	\$14,543	\$4,118	\$11,374	<b>\$30,036</b>
<b>Percentage Changes</b>	<b>46.9%</b>	<b>9.0%</b>	<b>2.0%</b>	<b>4.6%</b>

\* the Legal Fee amount for 2020 and 2021 includes Inhouse legal cost and are rounded to the nearest dollar

## Grievance Activity by Department

Grievance Costs by Department	Mediator Fees	Arbitrator Fees	Legal Fees	Total Labour Relations Fees	% of total fees per Department
City Housing Hamilton	\$0	\$0	\$0	\$0	<b>0.0%</b>
City Manager's Office	\$2,197	\$2,290	\$3,899	\$8,386	<b>2.3%</b>
Corporate Services	\$0	\$0	\$0	\$0	<b>0.0%</b>
Healthy and Safe Communities	\$21,572	\$17,795	\$60,700	\$100,067	<b>28.0%</b>
Planning & Economic Development	\$2,591	\$2,290	\$11,649	\$16,530	<b>4.6%</b>
Public Works	\$19,193	\$25,477	\$187,772	\$232,442	<b>65.0%</b>
<b>Total Fees (2021)</b>	<b>\$45,553</b>	<b>\$47,851</b>	<b>\$264,020</b>	<b>\$357,425</b>	

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<i>Total Fees (2020)</i>	<b>\$31,010</b>	<b>\$40,260</b>	<b>\$218,089</b>	<b>\$289,359</b>
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**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	\$5,285	\$254	\$4,718	\$10,258	2.9%
Benefits	\$0	\$0	\$363	\$363	0.1%
Compensation	\$2,497	\$0	\$2,888	\$5,386	1.5%
Corporate Policy	\$2,741	\$0	\$6,005	\$8,747	2.4%
Discipline	\$11,509	\$6,907	\$32,683	\$51,099	14.3%
Harassment & Discrimination	\$3,216	\$10,416	\$52,784	\$66,416	18.6%
Hours of Work	\$1,498	\$4,579	\$20,202	\$26,280	7.4%
Income Protection & RTW	\$9,328	\$3,562	\$6,395	\$19,285	5.4%
Job Assignment	\$789	\$0	\$0	\$789	0.2%
Job Security	\$315	\$0	\$0	\$315	0.1%
Recruitment	\$1,460	\$7,021	\$45,675	\$54,156	15.2%
Termination	\$3,923	\$6,411	\$33,477	\$43,810	12.3%
Work	\$1,831	\$6,665	\$55,414	\$63,910	17.9%
Workplace Admin & Operations	\$1,160	\$2,035	\$3,416	\$6,612	1.8%
<b>Total Fees (2021)</b>	<b>\$45,553</b>	<b>\$47,851</b>	<b>\$264,020</b>	<b>\$357,425</b>	

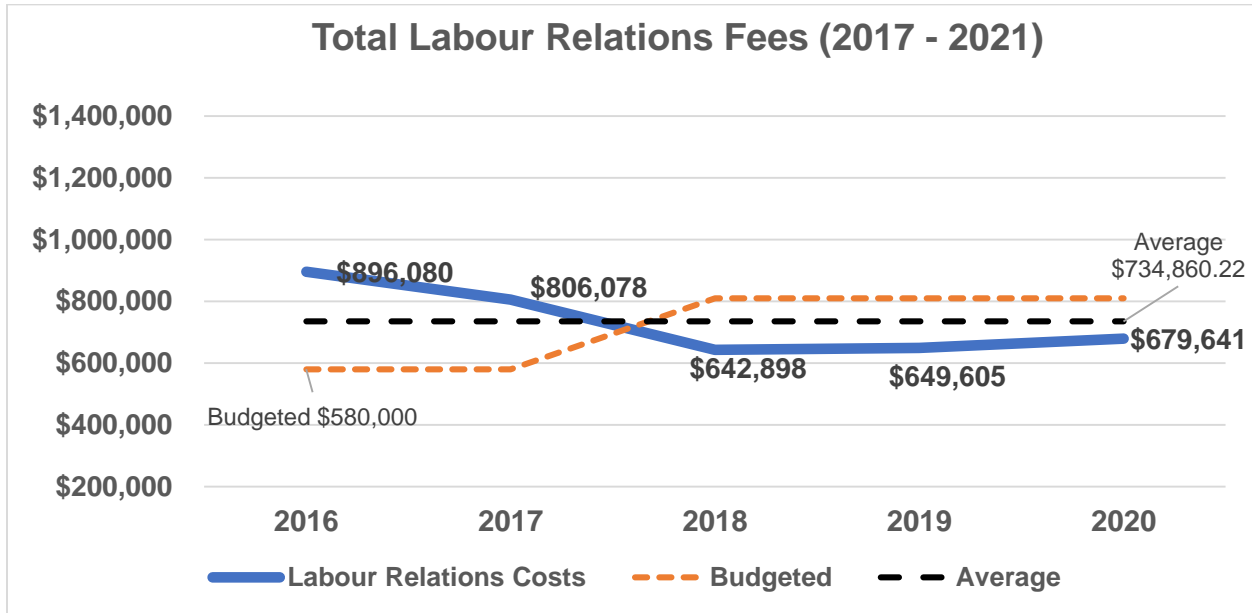
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<i>Total Fees (2020)</i>	\$31,010	\$40,260	\$218,089	\$289,359
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**Non-Grievance Activity**

<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>0.0%</b>
Non-Union Termination	\$0	\$2,054	\$2,054	<b>0.6%</b>
Human Rights Claims	\$0	\$41,882	\$41,882	<b>13.0%</b>
Non-Grievance Legal	\$0	\$263,584	\$263,584	<b>81.8%</b>
Non-Union Grievance (Management rights)	\$1,819	\$12,876	\$14,695	<b>4.6%</b>
<b>Total Fees - Non-Grievance (2021)</b>	<b>\$1,819</b>	<b>\$320,397</b>	<b>\$322,216</b>	
<i>Total Fees - Non-Grievance (2020)</i>	\$5,292	\$355,149	\$360,441	
<b>Percentage Change</b>	-65.6%	-9.8%	-10.6%	

**Total Legal, Mediation & Arbitration Fees**



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

