

TOP FIVE GRIEVANCE CATEGORIES IN 2023

1. Hours of Work

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

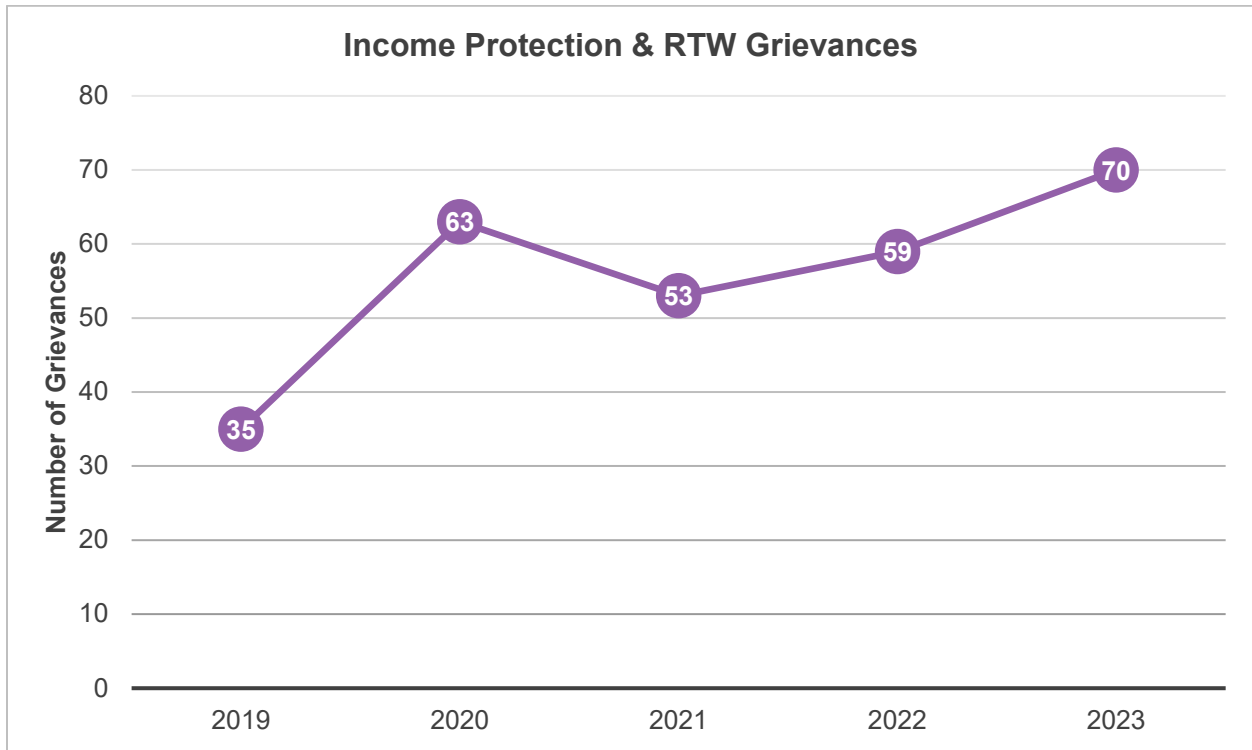


Hours of Work Grievances by Bargaining Unit

Bargaining Unit	2019	2020	2021	2022	2023
ATU Local 107	3	5	1	1	5
CLAC Local 911 (GHVFFA)	0	0	0	0	0
CUPE Local 1041	5	5	6	2	1
CUPE Local 5167 Inside/Outside	35	25	30	18	46
CUPE Local 5167 Lodges	8	1	3	6	10
HOWEA	7	0	6	6	5
HPFFA Local 288 Fire	0	0	0	0	0
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	1	1	7	0	4
ONA Local 50 Public Health	0	0	0	0	0
OPSEU Local 256	2	1	2	0	0
Total	61	38	55	33	71

2. Income Protection & RTW

STD, IPP, LTD, Work Accommodation, Return to Work, Doctors Note, Bridging

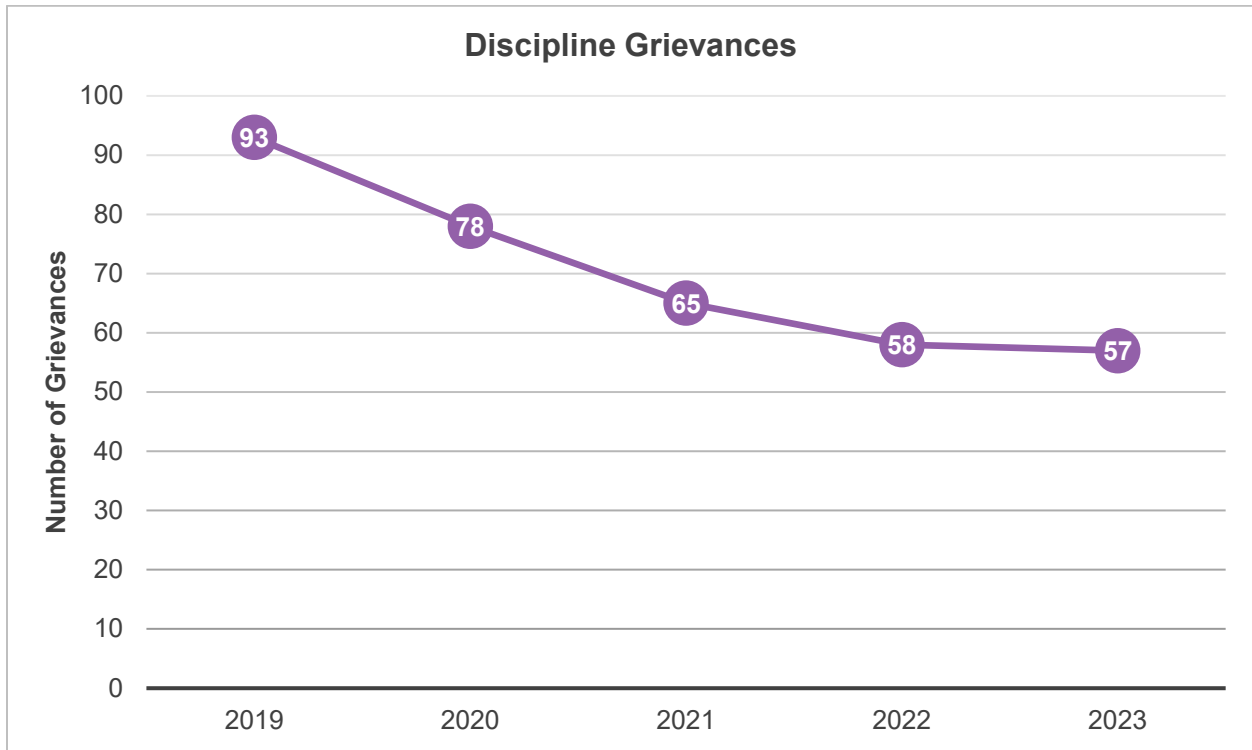


Income Protection & RTW Grievances by Bargaining Unit

Bargaining Unit	2019	2020	2021	2022	2023
ATU Local 107	5	5	14	10	15
CLAC Local 911 (GHVFFA)	0	0	0	0	0
CUPE Local 1041	3	8	7	5	2
CUPE Local 5167 Inside/Outside	10	35	18	20	34
CUPE Local 5167 Lodges	3	7	7	12	6
HOWEA	2	0	1	3	0
HPFFA Local 288 Fire	0	1	2	1	1
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	0	0	0	4	0
ONA Local 50 Public Health	0	2	0	0	1
OPSEU Local 256	12	5	4	4	11
Total	35	63	53	59	70

3. Discipline

Verbal, Written, Suspension, Discipline

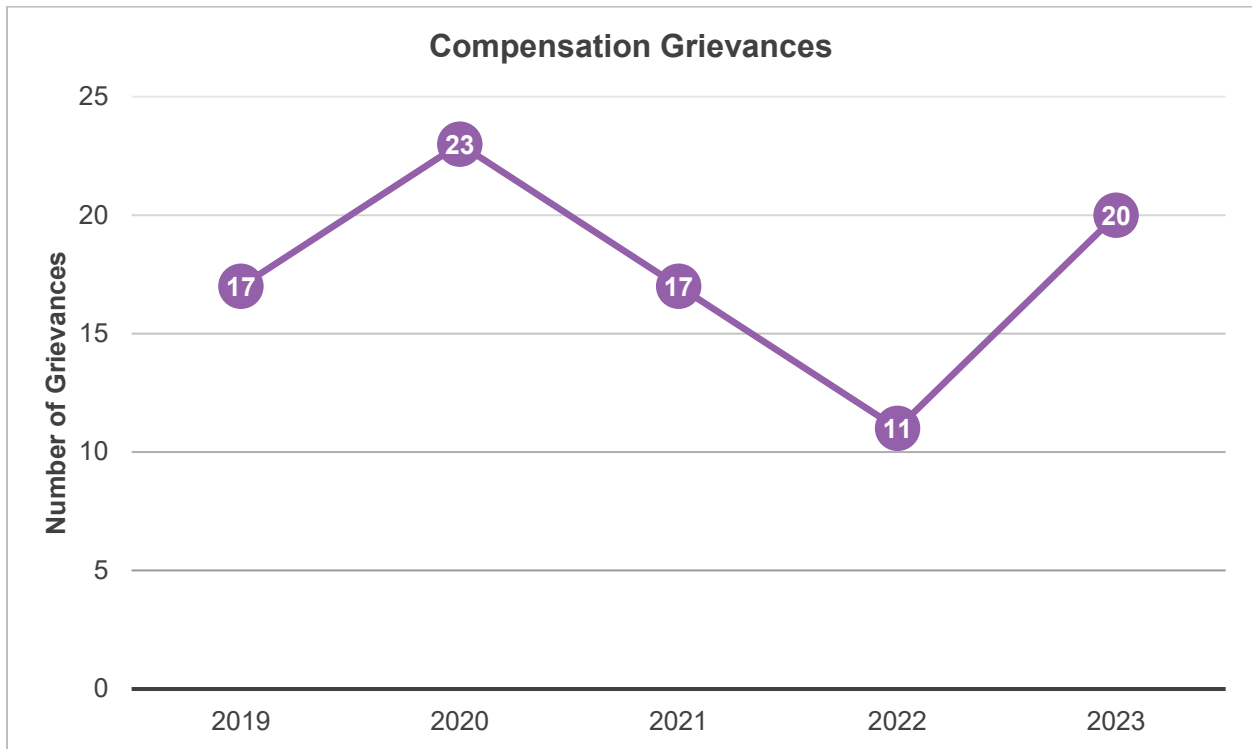


Discipline Grievances by Bargaining Unit

Bargaining Unit	2019	2020	2021	2022	2023
ATU Local 107	13	4	17	13	12
CLAC Local 911 (GHVFFA)	0	0	0	0	0
CUPE Local 1041	4	7	2	4	3
CUPE Local 5167 Inside/Outside	50	53	35	31	27
CUPE Local 5167 Lodges	22	12	4	2	8
HOWEA	1	0	0	0	0
HPFFA Local 288 Fire	0	1	0	0	1
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	2	1	2	1	1
ONA Local 50 Public Health	1	0	3	1	0
OPSEU Local 256	0	0	2	6	5
Total	93	78	65	58	57

4. Compensation

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

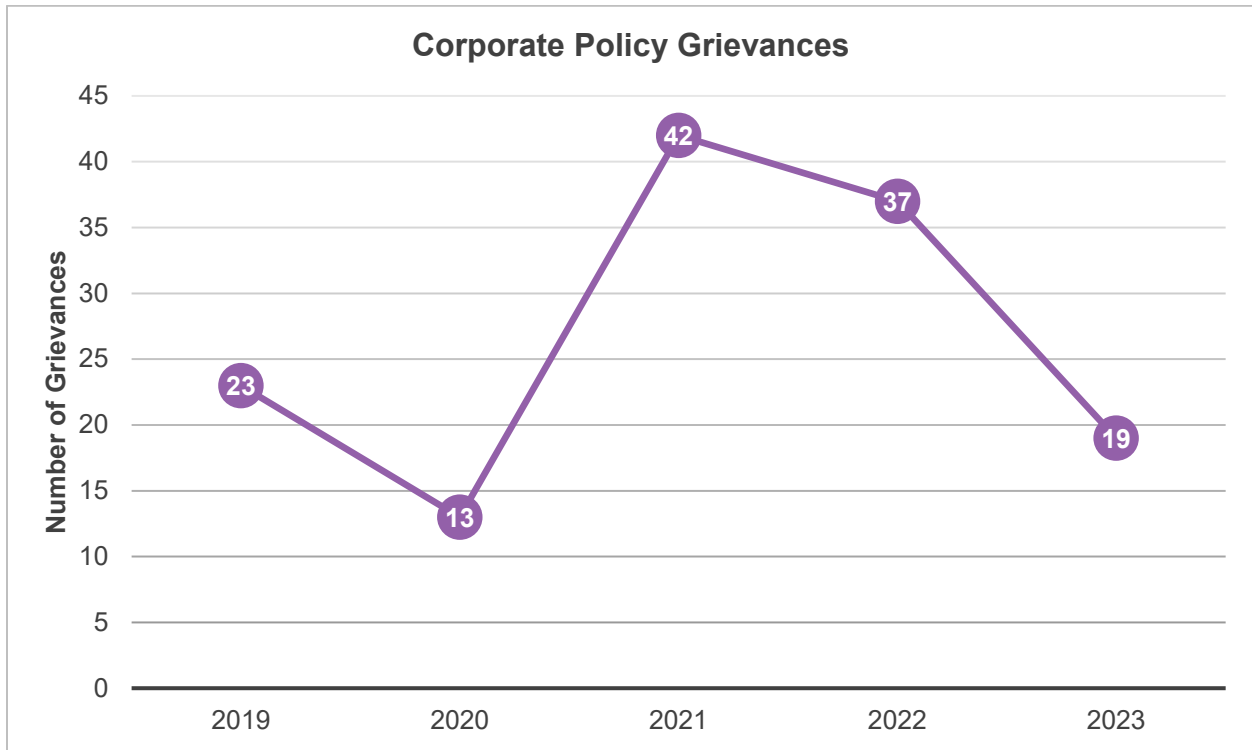


Compensation Grievances by Bargaining Unit

Bargaining Unit	2019	2020	2021	2022	2023
ATU Local 107	1	0	2	2	0
CLAC Local 911 (GHVFFA)	0	0	0	0	0
CUPE Local 1041	1	1	1	1	4
CUPE Local 5167 Inside/Outside	7	18	9	4	12
CUPE Local 5167 Lodges	3	0	3	0	0
HOWEA	0	0	0	0	2
HPFFA Local 288 Fire	1	1	0	1	0
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	2	0	2	2	1
ONA Local 50 Public Health	0	2	0	1	0
OPSEU Local 256	2	1	0	0	1
Total	17	23	17	11	20

5. Corporate Policy

Driver Safety & Compliance Manual, Corporate Policy



Corporate Policy Grievances by Bargaining Unit

Bargaining Unit	2019	2020	2021	2022	2023
ATU Local 107	5	2	3	3	1
CLAC Local 911 (GHVFFA)	0	0	0	1	0
CUPE Local 1041	0	0	2	4	0
CUPE Local 5167 Inside/Outside	13	10	25	17	14
CUPE Local 5167 Lodges	3	0	2	4	2
HOWEA	2	1	0	1	1
HPFFA Local 288 Fire	0	0	4	2	0
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	0	0	1	2	0
ONA Local 50 Public Health	0	0	0	1	0
OPSEU Local 256	0	0	5	2	1
Total	23	13	42	37	19