

TOP FIVE GRIEVANCE CATEGORIES IN 2024

1. 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	2020	2021	2022	2023	2024
ATU Local 107	0	2	2	0	4
CLAC Local 911 (GHVFFA)	0	0	0	0	0
CUPE Local 1041	1	1	1	4	1
CUPE Local 5167 Inside/Outside	18	9	4	12	60
CUPE Local 5167 Lodges	0	3	0	0	7
HOWEA	0	0	0	2	0
HPFFA Local 288 Fire	1	0	1	0	2
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	0	2	2	1	0
ONA Local 50 Public Health	2	0	1	0	2
OPSEU Local 256	1	0	0	1	3
Total	23	17	11	20	79

2. 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, Wage Statements

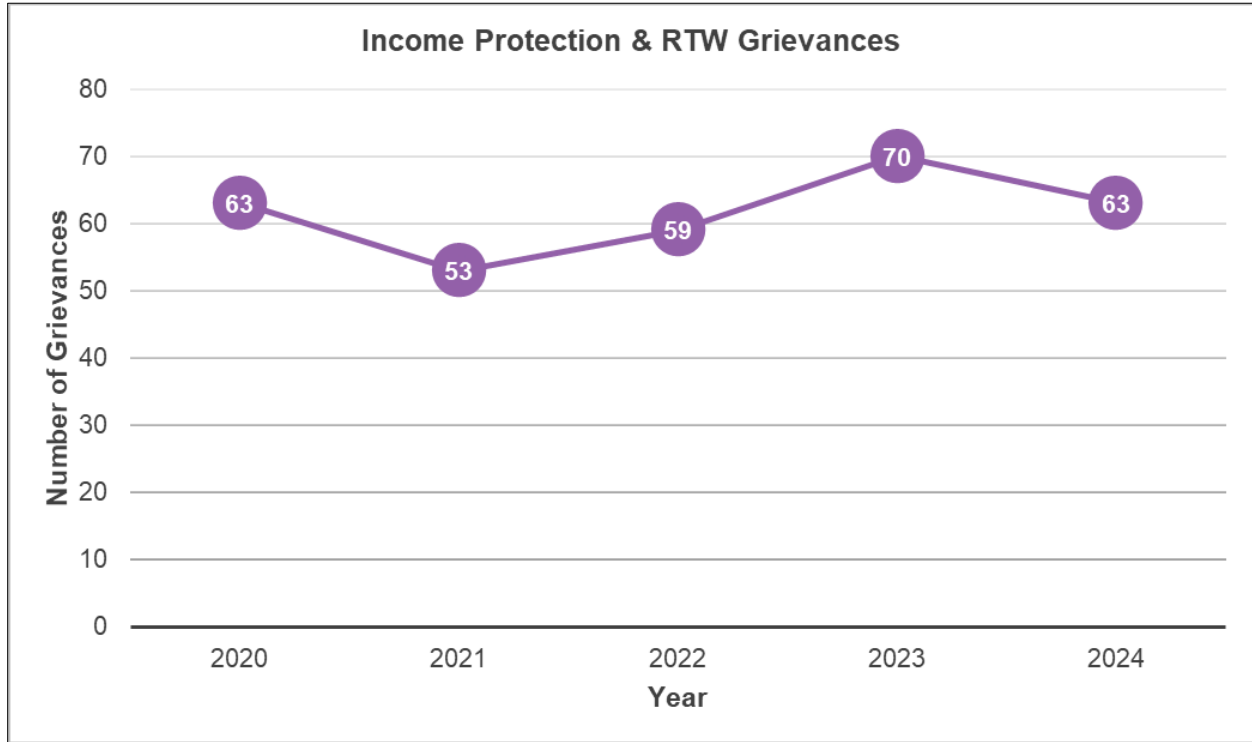


Workplace Admin & Operations Grievances by Bargaining Unit

Bargaining Unit	2020	2021	2022	2023	2024
ATU Local 107	1	0	4	0	1
CLAC Local 911 (GHVFFA)	0	0	0	0	0
CUPE Local 1041	1	0	3	1	1
CUPE Local 5167 Inside/Outside	10	1	3	1	63
CUPE Local 5167 Lodges	0	1	1	0	7
HOWEA	0	0	2	0	1
HPFFA Local 288 Fire	0	0	0	1	1
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	0	0	1	0	1
ONA Local 50 Public Health	0	0	0	0	0
OPSEU Local 256	1	3	3	4	4
Total	13	5	17	7	79

3. Income Protection & RTW

Short Term Disability (STD), Income Protection Plan (IPP), Long Term Disability (LTD), Work Accommodation, Return to Work, Doctors Note, Bridging



Income Protection & RTW Grievances by Bargaining Unit

Bargaining Unit	2020	2021	2022	2023	2024
ATU Local 107	5	14	10	15	27
CLAC Local 911 (GHVFFA)	0	0	0	0	0
CUPE Local 1041	8	7	5	2	6
CUPE Local 5167 Inside/Outside	35	18	20	34	18
CUPE Local 5167 Lodges	7	7	12	6	4
HOWEA	0	1	3	0	0
HPFFA Local 288 Fire	1	2	1	1	0
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	0	0	4	0	3
ONA Local 50 Public Health	2	0	0	1	0
OPSEU Local 256	5	4	4	11	5
Total	63	53	59	70	63

4. Hours of Work

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

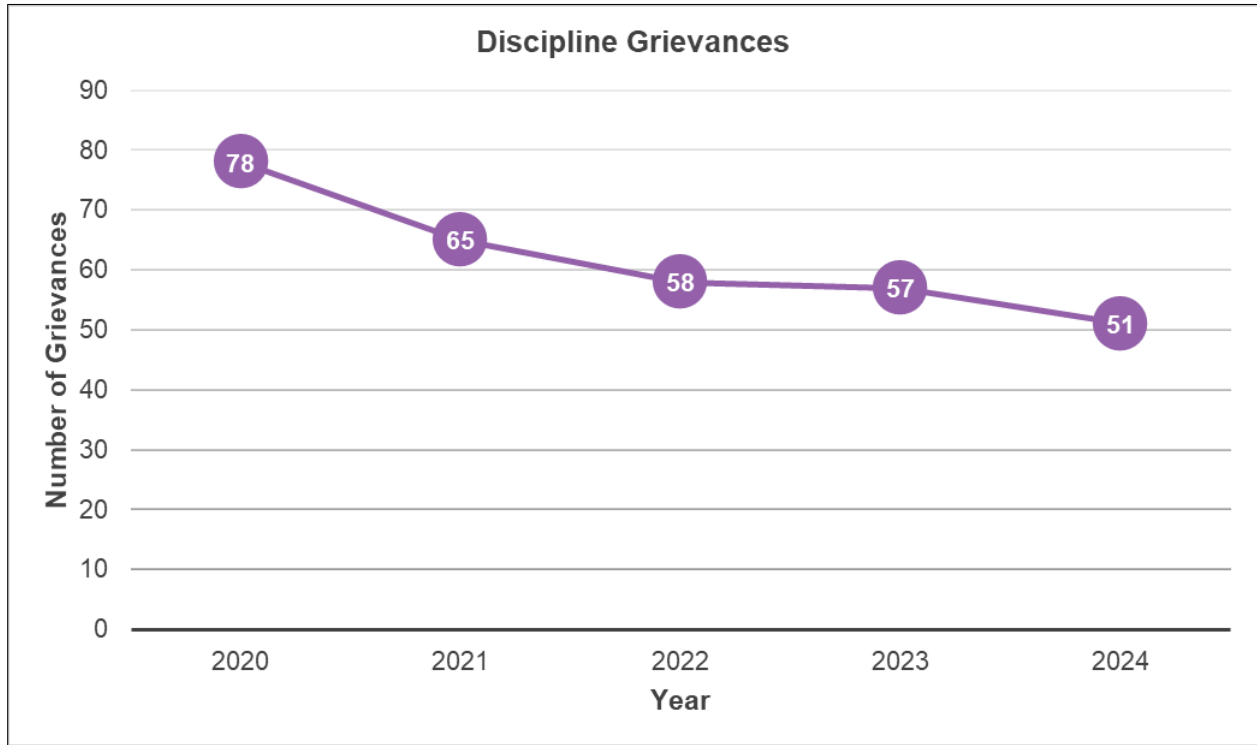


Hours of Work Grievances by Bargaining Unit

Bargaining Unit	2020	2021	2022	2023	2024
ATU Local 107	5	1	1	5	9
CLAC Local 911 (GHVFFA)	0	0	0	0	0
CUPE Local 1041	5	6	2	1	10
CUPE Local 5167 Inside/Outside	25	30	18	46	23
CUPE Local 5167 Lodges	1	3	6	10	9
HOWEA	0	6	6	5	1
HPFFA Local 288 Fire	0	0	0	0	0
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	1	7	0	4	1
ONA Local 50 Public Health	0	0	0	0	0
OPSEU Local 256	1	2	0	0	3
Total	38	55	33	71	56

5. Discipline

Verbal, Written, Suspension, Discipline



Discipline Grievances by Bargaining Unit

Bargaining Unit	2020	2021	2022	2023	2024
ATU Local 107	4	17	13	12	15
CLAC Local 911 (GHVFFA)	0	0	0	0	0
CUPE Local 1041	7	2	4	3	2
CUPE Local 5167 Inside/Outside	53	35	31	27	28
CUPE Local 5167 Lodges	12	4	2	8	2
HOWEA	0	0	0	0	0
HPFFA Local 288 Fire	1	0	0	1	1
IUOE Local 772	0	0	0	0	0
ONA Local 50 Lodges	1	2	1	1	2
ONA Local 50 Public Health	0	3	1	0	0
OPSEU Local 256	0	2	6	5	1
Total	78	65	58	57	51