

MREP GRIEVANCE MEDIATION REPORT - DECEMBER 2015

Table 1: Results of Mediation (1980 - 2015)

	1980-2014	%	2015	%	TOTAL	%
Resolved at mediation	3,215	85.8%	8	72.7%	3223	85.8%
Arbitrated	451	12.0%	1	9.1%	452	12.0%
Pending	79	2.1%	2	18.2%	81	2.2%
Total Mediated	3,745	100%	11	100%	3,756	100%

Table 2: Results of Mediation by Issue (1980 - 2015)

	Discharge		Other Discipline		Cont. Interp.		Unknown		Total
	#	%	#	%	#	%	#	%	
Resolved at mediation	297	85.8%	404	95.1%	1266	90.9%	101	73.2%	2,068
Arbitrated	11	3.2%	11	2.6%	91	6.5%	23	16.7%	136
Pending	38	11.0%	10	2.4%	35	2.5%	14	10.1%	97
Mediated	346	100%	425	100%	1,392	100%	138	100.0%	2,301

Table 3: Settlements At & After Mediation Conference (1980-2015)

	TOTAL	%
Settled at conference	1,777	77.2%
Settled post conf.	293	12.7%
Pending	94	4.1%
Arbitrated	137	6.0%
TOTAL	2,301	100.0%

Table 4: Type of Settlement at Conference (1980-2015)

	TOTAL	%
Compromise	1,378	77.5%
Employer grants	88	5.0%
Union withdraws	248	14.2%
Unknown	63	3.5%
Total	1,777	100.0%

Table 5: Costs of Mediation (2015)

Mediator Fee	\$ 900.00
Mediator Expenses	\$ 89.18
Mediator Total	\$ 989.18

Table 6: Costs of Arbitration (2014)¹

Arbitrator Fee	\$4,488.00
Arbitrator Expenses	\$405.00
Arbitrator Total	\$4,893.00
<small>TFMCS Arbitration Statistics, Fiscal Year 2014</small>	