



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING 6**

Date of Meeting: Tuesday, September 12, 2006 **Enquiry:** Candy Davidovits
Time: 9:30 a.m. **Acting Committee**
Location: Committee Room 2 **Administrator**
City Hall **416-392-8032**
100 Queen Street West **cdavidov@toronto.ca**
Toronto, ON M5H 2N2

If the Employee and Labour Relations Committee wishes to meet in camera (privately), a motion must be made to do so, and the reason must be given (*Municipal Act, 2001*).

Declarations of Interest under the *Municipal Conflict of Interest Act*

Confirmation of Minutes – July 13, 2006

Speakers/Presentations - A complete list will be distributed at the meeting.

Communications/Reports:

1. Employment Equity Survey

Report (August 21, 2006) from the City Manager and the Executive Director of Human Resources reporting on the results of the City's Employment Equity (EE) Workforce Survey conducted between June 2003 and September 2005, current employment equity activities and the plan to re-survey the City's workforce.

Recommendation:

It is recommended that, in order to address the low response rate to the Employment Equity workforce survey, divisions/work units with return rates less than 50 percent be re-surveyed.

**2. Review of Ontario's Workplace Safety and Insurance Act
Firefighters' Illness or Disease**

Report (August 28, 2006) from the City Manager and the Executive Director of Human Resources reporting on the status of the City's communications with the Minister of Labour/Workplace Safety and Insurance Board with respect to firefighter occupational disease.

Recommendation:

It is recommended that this report be received and forwarded to Council for information.

3. Occupational Health and Safety Report – Second Quarter, 2006

Report (August 28, 2006) from the City Manager and the Executive Director of Human Resources reporting on the status of the City's health and safety system and providing information on health and safety activities, priorities and performance during the second quarter of 2006.

Recommendation:

It is recommended that this report be received and forwarded to Council for information.

**4. Implementation Date of the "Harmonized Short-Term Disability Plan –
Management and Non-Union Employees" for Councillors' Staff**

Communication (August 2, 2006) from the City Clerk advising that City Council on July 25, 26 and 27, 2006, referred the issue of the implementation date of the "Harmonized Short-Term Disability Plan – Management and Non-Union Employees" for Councillors' staff back to the Employee and Labour Relations Committee for consideration.



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
SUPPLEMENTARY AGENDA
MEETING 6**

Date of Meeting:	Tuesday, September 12, 2006	Enquiry:	Candy Davidovits
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Additional Communications/Reports:

5. Up-date on the Continuous Improvement – Occupational Health and Safety Initiative (Targeting Zero Together)

Report. (September 7, 2006) from the City Manager providing an update on the Continuous Improvement – Occupational Health and Safety Initiative (Targeting Zero Together).

Recommendation:

It is recommended that this report be received for information.

6. Ending Mandatory Retirement - Benefits Coverage for Employees Working Past Age 65

(In-Camera – Labour Relations or Employee Negotiations)

Confidential report (September 7, 2006) from the City Manager respecting “Ending Mandatory Retirement - Benefits Coverage for Employees Working Past Age 65”, such report to be considered in-camera as it relates to labour relations or employee negotiations.

7. Employment Standards Complaints against the City of Toronto

(In Camera - Litigation or Potential Litigation)

Confidential report (September 8, 2006) from the City Solicitor respecting “Employment Standards Complaints against the City of Toronto” such report to be considered in-camera as it relates to litigation or potential litigation.