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**EMPLOYEE AND LABOUR RELATIONS COMMITTEE  
DECISION DOCUMENT  
MEETING 6**

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

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*The Decision Document is for preliminary reference purposes only. Please refer to the Committee's minutes for the official record.*

***How to Read the Decision Document:***

- *recommendations of the Committee to the Policy and Finance Committee and Council are in bold type after the item heading;*
- *action taken by the Committee on its own authority that does not require Council's approval is listed in the Decision Document in bold type under the heading "Action taken by the Committee"; and*
- *Declarations of Interest, if any, appear at the end of an item.*

***Minutes Confirmed – Meeting of - July 13, 2006***

**Communications/Reports:**

**1. Employment Equity Survey**

Action taken by the Committee:

**The Employee and Labour Relations Committee adopted the report (August 21, 2006) from the City Manager and the Executive Director of Human Resources.**

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**

**The Employee and Labour Relations Committee received the report (August 28, 2006) from the City Manager and the Executive Director of Human Resources and forwarded a copy to the Policy and Finance Committee, and City Council, for information.**

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**

**The Employee and Labour Relations Committee received the report (August 28, 2006) from the City Manager and the Executive Director of Human Resources and forwarded a copy to the Policy and Finance Committee, and City Council, for information.**

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**

**The Employee and Labour Relations Committee recommended to the Policy and Finance Committee that City Council approve the date of March 1, 2008, as the 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.

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

Action taken by the Committee:

**The Employee and Labour Relations Committee received the report (September 7, 2006) from the City Manager for information.**

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)**

**The Employee and Labour Relations Committee adopted the confidential recommendation contained in the communication (September 12, 2006) from the City Clerk to the Policy and Finance Committee, such communication to be considered in-camera as it relates to 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)**

**The Employee and Labour Relations Committee adopted the recommendation contained in the confidential communication (September 12, 2006) from the City Clerk to the Policy and Finance Committee, such communication to be considered in-camera as it relates to 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.