

Employee and Labour Relations Committee

Meeting No. 1 Meeting Date Friday, January 26, 2007 Start Time 1:30 PM Location Committee Room No. 2, City Hall	Contact Yvonne Davies, Committee Administrator Phone 416-392-7443 E-mail ydavies@toronto.ca
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GENERAL

EL1.1	Information		Transactional	Wards: All
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Election of Vice-Chair

Summary

Election of Vice-Chair

EL1.2	ACTION		Transactional	Wards: All
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Collective Bargaining Mandate - Local 3888

Confidential - Labour relations or employee negotiations (Attachment 1)

(January 5, 2007) report from City Manager

Recommendations

The City Manager recommends that:

1. the Employee and Labour Relations Committee adopt the confidential instructions to staff in Attachment 1; and
2. the City's bargaining team report back to Employee and Labour Relations Committee upon the conclusion of bargaining.

Financial Impact

As of December 31, 2005, the gross payroll for the Local 3888 unit was approximately \$271.5 million covering 3,100 employees.

This mandate, which involves consideration of costs of salaries and benefits will have financial implications at the conclusion of collective bargaining. Those implications will be addressed in any subsequent briefings and reports.

The Deputy City Manager and Chief Financial Officer have reviewed this report and agree with the financial impact information.

Summary

The purpose of this report is to seek approval for a mandate for collective bargaining with the Toronto Professional Fire Fighters' Association, I.A.F.F. Local 3888. Notice to bargain was provided on November 22, 2006, requiring the parties to meet and commence bargaining within fifteen days. On November 30, 2006 the Association and the City met to identify issues for collective bargaining and to determine the process for negotiations. Collective bargaining will continue in January 2007. As with the last round of negotiations, an interest-based approach is the preferred method by which issues are resolved. This strategy lends itself to an agreement that satisfies the needs of the Association and its members as well as assisting management in achieving operational and administrative efficiencies. It is anticipated that a negotiated settlement will provide a fair and reasonable compensation and benefit package considering current economic conditions and recent comparable wage settlements.

Background Information

Collective Bargaining Mandate - Local 3888

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-867.pdf>)

ATT1-2007 - Collective Bargaining Mandate - Local 3888

EL1.3	Information		Transactional	Wards: All
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Occupational Health and Safety Report - Third Quarter - 2006

(January 11, 2007) report from Executive Director, Human Resources

Recommendations

There were no recommendations given as this is an information report.

Financial Impact

There are no financial implications to this report beyond what has already been approved in the current year's budget.

Summary

This report provides information on the status of the City's health and safety system, specifically on activities, priorities and performance during the third quarter of 2006. There was a significant decrease in the number of lost time injuries, medical aid injuries and recurrences in the third quarter of 2006. Also included is an update on Ministry of Labour (MOL) and Workplace Safety and Insurance Board (WSIB) initiatives including amended regulations

(Confined Spaces), policy reviews (Early and Safe Return to Work) and prevention guidelines (Musculoskeletal Disorders).

Background Information

Occupational Health & Safety Report - Third Quarter - 2006
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-869.pdf>
 APP A-2007 Third Quarter WSIB Claims Data, by Division
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-819.pdf>
 APP B-2007 - Year-to-date WSIB (September 30th) Claims Data, by Division
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-820.pdf>
 APP C-2007 - WSIB Lost Time Hours by Division (Third quarter 2005 and 2006)
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-823.pdf>
 APP D-2007 - Summary of WSIB Costs for All Firm Numbers
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-821.pdf>
 APP E(i)-2007 - WSIB Invoiced Costs by Division (<\$1000,000 in 2006)
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-822.pdf>
 APP E(ii)-2007 - WSIB Invoiced Costs by Division
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-824.pdf>

EL1.4	ACTION		Transactional	Wards: All
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Collective Bargaining Mandate - New Bargaining Unit

Confidential - Labour relations or employee negotiations (Attachment 1)

(January 16, 2007) report from City Manager

Recommendations

The City Manager recommended that:

1. Council adopt the confidential instructions to staff in Attachment 1; and
2. the City's bargaining team report back to Employee and Labour Relations Committee as required and upon the conclusion of bargaining.

Implementation Points

The City's bargaining team is given direction regarding its mandate once approved by the Committee.

Financial Impact

This mandate, which involves consideration of costs of salaries and benefits, will have financial implications at the conclusion of collective bargaining. Those implications will be addressed in any subsequent briefings and reports.

The Deputy City Manager and Chief Financial Officer have reviewed this report and agree with the financial impact information.

Summary

The purpose of this report is to seek authorization to negotiate a first collective agreement with the Canadian Union of Public Employees, Local 2998, for the recently certified bargaining unit for part-time (less than 18 hours per week) and casual employees of the Association of Community Centres (“AOCCs”). Consistent with other negotiations at the City, an interest-based approach is the preferred method by which issues are resolved. This strategy lends itself to an agreement that satisfies the needs of the bargaining agent and its members as well as assisting management in achieving operational and administrative efficiencies. It is anticipated that a negotiated settlement will provide a fair and reasonable collective agreement considering current economic conditions, recent comparable wage settlements and operational efficiencies.