
Employee and Labour Relations Committee

Meeting No.	3	Contact	Yvonne Davies, Committee Administrator
Meeting Date	Tuesday, March 20, 2007	Phone	416-392-7443
Start Time	9:30 AM	E-mail	ydavies@toronto.ca
Location	Committee Room 1, City Hall		

Employee and Labour Relations Committee		
Mayor David Miller, Chair Councillor Pam McConnell, Vice-Chair Councillor Sandra Bussin	Councillor Janet Davis Councillor Frank Di Giorgio	Councillor Doug Holyday Councillor Cliff Jenkins

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

Confirmation of Minutes – February 23, 2007

Communications/Reports

EL3.1	Presentation			Ward: All
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Occupational Health and Safety Report Fourth Quarter and End of Year - 2006

(February 9, 2007) report from the City Manager

Recommendations

The City Manager recommends that:

1. Corporate Occupational Health and Safety Policy, as amended by the Occupational Health and Safety Co-ordinating Committee for the period from April 2007 – April 2008, be endorsed and forwarded to City Council for approval.

Financial Impact

There are no financial implications to this report beyond what have 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 fourth quarter of 2006. Information regarding performance during the year 2006, relative to previous years, is also provided. There was a significant decrease in the number of lost time injuries, medical aid injuries and recurrences in the fourth quarter of 2006, as well as throughout 2006 relative to the previous three years. Also included, for approval, is a revised corporate occupational health and safety policy for the period from April 2007 – April 2008. Revisions to the current policy have been made in response to recommendations of the Occupational Health and Safety Co-ordinating Committee (OHSCC). Updates on OHSCC, Ministry of Labour (MOL) and Workplace Safety and Insurance Board (WSIB) initiatives are also provided.

Background Information

Report-Occupational Health & Safety Report, Fourth Quarter and End of Year 2006

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2020.pdf>)

App A-Human Resources Policies Corporate Occupational Health and Safety Policy

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2017.pdf>)

App B-Summary of Projects from Formalized Joint Continuous Improvement Process

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2016.pdf>)

App C-Fourth Quarter WSIB Claims Data, by Division

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2013.pdf>)

App D-Year End 2006 Claims Data, by Division

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2019.pdf>)

App E-WSIB Lost Time Hours by Division (2005 & 2006)

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2015.pdf>)

App F-Annual Summary of WSIB Costs for All Firm Numbers (2003-2006)

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2014.pdf>)

App G(i)-WSIB Invoiced Costs by Division (<\$100,000 in 2006) Jan-Dec 2003-2006

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2018.pdf>)

App G(ii)-WSIB Invoiced Costs by Division (>\$100,000 in 2006) Jan-Dec 2003-2006

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2012.pdf>)

EL3.2	Information			Ward: All
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CUPE Local 79 Grievances Respecting Exclusions from the Bargaining Unit

(February 21, 2007) report from the City Solicitor and the Executive Director of Human Resources

Financial Impact

There are no direct financial impacts resulting from the awards in this matter. There may be financial impacts related to the employees ordered into the bargaining unit.

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

Summary

This report provides for the information of the Committee a summary of the results of the process established to resolve the grievances filed by CUPE Local 79 respecting the exclusion from the bargaining unit of many positions after amalgamation.

The process commenced in April, 2005 and after 30 hearing dates, ended in December, 2006. Nine awards were issued by the arbitrator resulting in 113 positions (430 employees) remaining excluded from the bargaining unit and 45 positions (234 employees) ordered into the bargaining unit.

Background Information

Report-CUPE Local 79 Grievances Respecting Exclusions from the Bargaining Unit

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2021.pdf>)

EL3.3	Information			Ward: All
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Human Rights Office 2006 Annual Report

(February 27, 2007) report from the City Manager

Financial Impact

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

Summary

This report provides an overview of the activities of the Human Rights Office for 2006.

The Human Rights and Harassment Policy articulates the City's commitment to human rights. All staff share responsibility for human rights. Human Rights staff will continue to work with Divisions to ensure Policy compliance, to integrate human rights principles into all City program and policy initiatives and to ensure staff have knowledge about their human rights responsibilities.

Background Information

Human Rights Office 2006 Annual Report

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2022.pdf>)