



## Employee and Labour Relations Committee

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

*The Decision Document is for preliminary reference purposes only. Please refer to the Committee’s Report to the Executive Committee, if any, or to the Minutes for the official record.*

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

- *recommendations of the Committee to Executive Committee, if any, appear after the item heading and any amendments by committee to recommendations appearing in a staff report are italicized;*
- *action taken by the Committee on its own authority is listed in the decision document under the heading "Decision Advice and Other Information" at the end of the item;*
- *Declarations of Interest, if any, appear at the end of an item.*

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

#### **Summary**

Election of Vice-Chair

#### **Decision Advice and Other Information**

The Employee and Labour Relations Committee elected Councillor Pam McConnell as Vice-Chair.

EL1.2	ACTION		Transactional	Wards: All
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### **Collective Bargaining Mandate - Local 38888**

#### **Confidential - Labour relations or employee negotiations (Attachment 1)**

(January 5, 2007) report from City Manager

#### **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

#### **Decision Advice and Other Information**

The Employee and Labour Relations Committee adopted, as amended, the following staff recommendations in the report (January 5, 2007) from the City Manager:

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

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

## 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>

## Decision Advice and Other Information

The Employee and Labour Relations Committee received the report.

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

## 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.

### Decision Advice and Other Information

The Employee and Labour Relations Committee adopted the following staff recommendations in the report (January 16, 2007) that:

1. the 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 as required and upon the conclusion of bargaining.

### Meeting Sessions

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2007-01-26	Afternoon	1:35 PM	1:40 PM	Public
2007-01-26	Afternoon	1:40 PM	2:00 PM	Closed
2007-01-26	Afternoon	2:05 PM	2:10 PM	Public