

Employee and Labour Relations Committee

Meeting No.	2	Contact	Yvonne Davies ,Committee Administrator
Meeting Date	Friday, February 23, 2007	Phone	416-392-7443
Start Time	1:30 PM	E-mail	ydavies@toronto.ca
Location	Committee Room 2, City Hall		

EL2.1	ACTION	Deferred		Wards: All
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Occupational Health and Safety Report Fourth Quarter and End of Year - 2006

(February 9, 2007) report from City Manager

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 Coordinating 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-1598.pdf>)

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

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-1599.pdf>)

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

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-1605.pdf>)

App C-Fourth Quarter WSIB Claims Data, by Division

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-1601.pdf>)

App D-Year End 2006 Claims Data, by Division

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-1604.pdf>)

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

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-1606.pdf>)

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

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-1600.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-1603.pdf>)

App G(ii)-WSIB Invoiced Costs by Divison (>\$100,000 in 2006) Jan-Dec 2003-2006
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-1602.pdf>

Decision Advice and Other Information

The Employee and Labour Relations Committee deferred consideration of this matter to the next meeting on March 23, 2007, and requested the City Manager to give a presentation at that time on:

1. the steps being taken to achieve the goal articulated in the report (February 9, 2007) from the City Manager of zero workplace injuries to ensure the de-listing of the City as a high risk employer and to provide all other information to enable the City to exercise due diligence;
2. what the comparatives, are with other GTA municipalities, large cities in Ontario and large cities in Canada; if the data is available
3. whether or not some of the large spikes shown on the graph on Appendix E, such as Fire Services, represent current illnesses or illnesses of the past; and
4. senior management's responsibility for Occupational Health and Safety and how it is incorporated into their performance appraisals.

EL2.2	ACTION	Adopted		Wards: All
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Occupational Health and Safety Act Charge Against the City of Toronto

**Confidential - The receiving of advice that is subject to solicitor-client privilege
 (Attachment 1)**

(February 9, 2007) report from City Solicitor and Acting Chief Building Official/Executive Director

Committee Recommendations

The Employee and Labour Relations Committee recommends to the Executive Committee that:

1. Council adopt the confidential instructions to staff in Attachment 1; and
2. Council release the recommendations embodied in the confidential attachment following the decision of the Ontario Court of Justice (Provincial Offences Division).

Implementation Points

The City Solicitor will implement Council's instructions in Court on May 17, 2007.

Financial Impact

Funding, as identified in the confidential attachment, for the costs relating to the potential fine against the City are available in the 2006 (Accrued) Toronto Building's Approved Operating Budget.

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

Summary

The City Solicitor seeks instructions with respect to an Occupational Health and Safety Act ("OHSA") charge brought against the City following the fatal fall of a City Building Inspector in September 2003, which will be before the Court on May 17, 2007.

Confidential information and Recommendations are found in Attachment 1.

Background Information

Confidential Attachment 1-Confidential Information
Report-Occupational Health & Safety Act Charge Against the City of Toronto
(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-1608.pdf>)

Decision Advice and Other Information

The Employee and Labour Relations Committee requested the Executive Director of Human Resources to report to the Employee and Labour Relations Committee, through the Occupational Health and Safety Committee, on occupational health and safety orientation and training implementation, by division and job group, within the corporation.

EL2.3	Information	Received		Wards: All
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Quarterly Report - Grievance and Arbitration Activity

(February 8, 2007) report from Executive Director, Human Resources Division

Summary

To provide the quarterly report of grievance and arbitration activity between October 1 and December 31, 2006, for information.

Financial Impact

There are no immediate financial implications in relation to this report.

Decision Advice and Other Information

The Employee and Labour Relations Committee received the report.

Meeting Sessions

Employee and Labour Relations Committee – February 23, 2007 Decision Document

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2007-02-23	Afternoon	1:40 PM	2:15 PM	Public
2007-02-23	Afternoon	2:15 PM	2:35 PM	Closed
2007-02-23	Afternoon	2:35 PM	2:40 PM	Public