



## Employee and Labour Relations Committee

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

*The Decision Document is for preliminary reference purposes only. Please refer to the Committee’s Report to City Council or to the Minutes for the official record.*

**How to Read the Decision Document:**

- *recommendations of the Committee to City Council 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 does not require Council’s approval and 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.*

**Confirmation of Minutes – February 23, 2007 - Confirmed**

**Communications/Reports**

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

(February 9, 2007) report from City Manager

**Committee Recommendations**

The Employee and Labour Relations Committee recommended to the Executive Committee 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;

2. *as an overall goal, the City adopt a target of zero lost time workplace injuries;*
3. *as part of the City's internal responsibility system the City adopt a measurable target of 20 percent reduction in lost time injuries for 2008 and the City Manager report back to the Employee and Labour Relations Committee on recommended targets for subsequent years;*
4. *the City Manager report back to the Employee and Labour Relations Committee on the targets which each direct report to the City Manager is required to meet as part of their performance plan; and*
5. *the City Manager include information on Recommendations 2, 3 and 4 in every quarterly report to the Employee and Labour Relations Committee.*

## **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-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	Received		Ward: All
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## **CUPE Local 79 Grievances Respecting Exclusions from the Bargaining Unit**

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

### **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>

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

The Employee and Labour Relations Committee received the report.

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

(February 27, 2007) report from City Manager

### **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>

**Decision Advice and Other Information**

The Employee and Labour Relations Committee received the report.

**Meeting Sessions**

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2007-03-20	Morning	9:35 AM	11:10 AM	Public