

Employee and Labour Relations Committee

Meeting No. 6 **Contact** Yvonne Davies, Committee Administrator
Meeting Date Wednesday, November 14, 2007 **Phone** 416-392-7443
Start Time 1:30 PM **E-mail** ydavies@toronto.ca
Location Committee Room 3, 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 Executive Committee appear after the item heading
- Any amendments by Committee to recommendations appearing in a staff report are italicized.
- Other action taken by the Committee on its own authority, which does not require Council's approval, is listed in the decision document under the heading "Decision Advice and Other Information".
- Declarations of Interest, if any, appear at the end of an item.

Minutes of the June 11, 2007 meeting – Amended

Conflict of Interest – None

EL6.1	ACTION	Adopted		Ward: All
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Family Day (Public Holiday)

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

(November 6, 2007) Report from City Manager

Committee Recommendations

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

1. Council authorize City staff to provide the new public holiday (i.e., Family Day), in February, 2008, as prescribed by the Employment Standards Act (ESA), 2000.
2. Council adopt the recommendation contained in the confidential attachment to this report.
3. Council release the recommendation embodied in the confidential attachment following the approval by Council and following the discussions with each of the employee groups.

Financial Impact

The provision of a new public holiday would result in additional costs to the City. The increased costs would result from the requirement to pay a regular days pay to employees who are not scheduled to work on the new public holiday and to pay a premium rate for all hours worked on the public holiday.

In reviewing the current costs for a public/designated holiday, it is anticipated there would be an increased cost to the City of approximately \$2.3 million with the addition of a new public holiday.

The significant impact would be in those divisions that provide services on a 24/7 basis, for example, Homes for the Aged (approximate cost impact of \$750,000), Toronto Emergency Medical Services (approximate cost impact of \$730,000), Toronto Water etc. In some situations there would be the cost associated with providing a day off for one employee and the wage cost associated with scheduling a replacement employee. There would also be impact in those divisions that have 4-day work schedules and employees are not scheduled to work on the public holiday, such as Solid Waste Management Services.

Within the \$2.3 million overall cost impact, the increased costs related to the management/exempt employee group is approximately \$118,000. The increased costs for Toronto Fire Services related to the premium pay will be approximately \$185,000.

Note: For the purposes of this report, the \$2.3 million represents the increased expenditure costs that would be faced by the City. The cost does not include the one day of lost productivity that would result from providing an additional day off work for the large number of staff that work a Monday to Friday work week.

In addition, there would be operational impacts for Toronto Fire Services with the added lieu days that employees will be requesting to take off work. Since there are no provisions for payout, this will result in an additional lieu day for each Fire fighter within Operations and Communications (i.e., approximately 2755 new lieu days to be scheduled off work each year).

The Deputy City Manager & Chief Financial Officer has reviewed this report and concurs with the comments identified in the financial implications and impact statement section.

Summary

The purpose of this report is to seek approval for the provision of a new public holiday – Family Day.

Background Information

Report-Family Day (Public Holiday)

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8275.pdf>)

Confidential Attachment 1-EL6.1

EL6.2	ACTION	Referred		
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Toronto Water Division, Review of Wastewater Treatment Program - Phase One - Audit Committee Item 4.2

(October 25, 2007) Letter from City Clerk

Decision Advice and Other Information

The Employee and Labour Relations Committee referred the following motion 17 to the Executive Director, Human Resources, in the context of the next round of collective bargaining issues to be negotiated:

- “17. A copy of this Item be forwarded to the Employee and Labour Relations Committee for information, with a request that the Committee pursue changes to Toronto Water’s current Shift Schedule Agreement with Local 416, including defining exceptional circumstances where supervisors approve staff requests for changes to their scheduled vacation and the mandate to negotiate changes to the current 18-day sick benefits program.”

Summary

Forwarding City Council's decision from its meeting of October 22 and 23, 2007, respecting the Toronto Water Division, Review of Wastewater Treatment Program - Phase One.

Background Information

Report-Toronto Water Division, Review of Wastewater Treatment Program - Phase One (Audit Committee Item 4.2)

<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8277.pdf>

EL6.3	Information	Deferred		Ward: All
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Occupational Health and Safety Report - Second Quarter 2007

(September 5, 2007) Report from City Manager

Decision Advice and Other Information

The Employee and Labour Relations Committee deferred consideration of this item to its next meeting for presentation and debate.

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 second quarter of 2007. Relative to the second quarter of 2006, there were decreases in the numbers of lost time injuries 5.2%, medical aid injuries 0.9% and recurrences 6.0%.

In response to a request from Employee and Labour Relations Committee, the Occupational Health and Safety Committee requested of division heads an update on occupational health and safety orientation and training implementation, by division and job group. The summary of responses received in response to this request is attached as Appendix A.

Background Information

Report-Occupational Health and Safety Report - Second Quarter 2007

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8278.pdf>)

Appendix A-EL6.3

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8279.pdf>)

Appendix B-EL6.3

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8280.pdf>)

Appendix C-EL6.3

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8281.pdf>)

Appendix D-EL6.3

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8282.pdf>)

Appendix E-EL6.3

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8283.pdf>)

Appendix F(i)-EL6.3

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8284.pdf>)

Appendix F(ii)-EL6.3

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8285.pdf>)

EL6.4	Information	Received		Ward: All
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Quarterly Report: Grievance and Arbitration Activity

(October 31, 2007) Report from Executive Director, Human Resources Division

Decision Advice and Other Information

The Employee and Labour Relations Committee received this report for information.

Financial Impact

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

Summary

To provide the quarterly report of grievance and arbitration activity between April 1 and September 30, 2007 (2 Quarters), for information.

Background Information

Report-Quarterly Report: Grievance and Arbitration Activity
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8286.pdf>

EL6.5	ACTION	Referred		
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Management Compensation System Review - Non-Union/Management Staff

(November 12, 2007) Memo from Mayor David Miller

Decision Advice and Other Information

The Employee and Labour Relations Committee referred the memorandum (November 12, 2007) from Mayor David Miller to the City Manager with a request that she:

1. conduct a review of the current compensation system for non-union/management staff to ensure that it provides for a best practices total compensation model; and
2. recommend whether the City's system should be renewed, modified or replaced.

Summary

To ensure that it is a best practices total compensation model.

Background Information

Memo-Management Compensation System Review - Non-Union/Management Staff
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-8550.pdf>

Meeting Sessions

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2007-11-14	Afternoon	1:40 PM	1:55 PM	Public