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## Employee and Labour Relations Committee

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|---------------------|-----------------------------|----------------|--|
| <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 |                |  |

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### Attendance

Members of the Employee and Labour Relations Committee were present for some or all of the time periods indicated under the section headed, "Meeting Sessions", which appears at the end of the Minutes.

|                                      |   |
|--------------------------------------|---|
| Mayor David Miller, Chair            | X |
| Councillor Pam McConnell, Vice-Chair | X |
| Councillor Sandra Bussin             | X |
| Councillor Janet Davis               | X |
| Councillor Frank Di Giorgio          | X |
| Councillor Doug Holyday              | X |
| Councillor Cliff Jenkins             | X |

### Minutes

On motion by Councillor McConnell, the Employee and Labour Relations Committee confirmed the minutes of its meeting held on February 23, 2007.

## Communications/Reports

|       |        |         |        |           |
|-------|--------|---------|--------|-----------|
| EL3.1 | ACTION | Amended | Policy | Ward: All |
|-------|--------|---------|--------|-----------|

### Occupational Health and Safety Report Fourth Quarter and End of Year – 2006

(February 9, 2007) report from 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>)

Shirley Hoy, City Manager, and Alison Anderson, Director, Employment Services, Human Resources, gave a PowerPoint presentation.

### Committee Recommendations

On motion by Councillor Jenkins, the Employee and Labour Relations Committee recommended to the Executive Committee that:

1. the 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.

(Executive Committee; c: City Manager – March 22, 2007)

|       |             |          |               |           |
|-------|-------------|----------|---------------|-----------|
| EL3.2 | Information | Received | Transactional | Ward: All |
|-------|-------------|----------|---------------|-----------|

### CUPE Local 79 Grievances Respecting Exclusions from the Bargaining Unit

(February 21, 2007) report from City Solicitor and 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>)

### Decision Advice and Other Information

On motion by Councillor Davis, the Employee and Labour Relations Committee received the report.

|       |             |          |               |           |
|-------|-------------|----------|---------------|-----------|
| EL3.3 | Information | Received | Transactional | Ward: All |
|-------|-------------|----------|---------------|-----------|

### Human Rights Office 2006 Annual Report

(February 27, 2007) report from 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>)

**Decision Advice and Other Information**

On motion by Councillor McConnell, 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                   |

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Chair