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## Employee and Labour Relations Committee

<b>Meeting No.</b>	9	<b>Contact</b>	Yvonne Davies, Committee Administrator
<b>Meeting Date</b>	Tuesday, May 20, 2008	<b>Phone</b>	416-392-7443
<b>Start Time</b>	2:00 PM	<b>E-mail</b>	ydavies@toronto.ca
<b>Location</b>	Committee Room 2, City Hall		

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Employee and Labour Relations Committee		
Mayor David Miller, Chair Councillor Pam McConnell, Vice-Chair Councillor Sandra Bussin	Councillor Janet Davis Councillor Frank Di Giorgio	Councillor Doug Holyday Councillor Cliff Jenkins

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### **Declarations of Interest under the *Municipal Conflict of Interest Act***

**Speakers/Presentations - A complete list will be distributed at the meeting.**

**Confirmation of Minutes – March 19, 2008**

**Communications/Reports**

EL9.1	Information			Ward: All
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**Human Rights Office 2007 Annual Report**

(April 2, 2008) 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 2007.

**Background Information**

Report - Human Rights Office 2007 Annual Report

(<http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-12855.pdf>)

EL9.2	ACTION			Ward: All
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**Human Rights and Anti-Harassment Policy Amendments**

(May 2, 2008) Report from City Manager

**Recommendations**

The City Manager recommends that:

1. City Council approve the amended Human Rights and Anti-Harassment Policy attached in Appendix A.
2. City Council delegate authority to staff to adopt complaint procedures for: a) complaints involving employees, b) complaints involving senior management and c) complaints by residents and recipients of municipal services.
3. City Council advise all Agencies, Boards and Commissions to revise their Human Rights Policy and complaint procedures, consistent with the provisions in this Policy.
4. The City Manager report in one year on the City's experience with the amended Ontario Human Rights Code.

**Financial Impact**

There are no financial implications from this report beyond what has already been approved in the 2008 budget.

## Summary

This report provides the rationale for and an overview of revisions to the City of Toronto Human Rights and Harassment Policy adopted by City Council in 1998.

The report also recommends a Human Rights Policy framework that is reflective of the current organizational structure, emerging human rights issues and amendments to the Ontario Human Rights Code.

## Background Information

Report - Human Rights and Anti-Harassment Policy Amendments  
(<http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-12856.pdf>)

Appendix A - Human Rights and Anti-Harassment Policy  
(<http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-12857.pdf>)

EL9.3	ACTION			Ward: All
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## Occupational Health & Safety Report End of Year 2007

(March 5, 2008) Report from City Manager

## Recommendations

The City Manager recommends that:

1. Employee and Labour Relations Committee endorse the Health and Safety priority programs identified for 2008: Musculoskeletal Disorder Policy Implementation, Continuous Improvement Initiative and Health and Safety Audit, Phase 2.

## 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 2007, with particular focus on the third and fourth quarters. Although there has been sustained improvement since 2005 in some of the large operational divisions including Solid Waste Management and Transportation Services, there continue to be challenges in some of the divisions with a high risk of injury, specifically Emergency Medical Services and Homes for the Aged. Relative to 2006, there was a decrease in accident experience for the first two quarters of 2007, however, increases in the third and fourth quarter led to an overall annual increase in the number of lost time injuries of 7.7% and an increase in recurrences of 7.2%. There was a decrease in medical aid injuries of 1.4%. The greater number of slips and falls injuries and musculoskeletal disorder injuries are reflective of the harsher winter conditions experienced in the 4th quarter. The report provides information where there have been significant changes in accident experience and costs within divisions as well as specific actions being taken to improve health and safety performance.

## Background Information

Report - Occupational Health & Safety Report - End of Year 1007

(<http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-12858.pdf>)

Appendix A - Year End Claims Data, by Division

(<http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-12859.pdf>)

Appendix B: Annual Summary of WSIB Costs for All Firm Numbers (2004-2007)

(<http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-12860.pdf>)

Appendix C(i) - WSIB Invoiced Costs by Division (<\$100,000 in 2007) January-December - 2004-2007

(<http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-12861.pdf>)

Appendix C(ii) - WSIB Invoiced Costs by Division (>\$100,000 in 2007) January-December - 2004-2007

(<http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-12862.pdf>)

EL9.4	Presentation			Ward: All
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## Management/Exempt Compensation Review

### Confidential Presentation - Labour relations or employee negotiations

#### Summary

Presentation on recently conducted Management/Exempt Compensation Review.

[No written material]