

Employee and Labour Relations Committee

Meeting No. 11 Contact Yvonne Davies, Committee Administrator

Meeting Date Monday, September 29, 2008 Phone 416-392-7443

Start Time 10:00 AM E-mail ydavies@toronto.ca

Location Committee Room 1, City Hall

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 – July 22, 2008

Communications/Reports

EL11.1	ACTION			Ward: All
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Occupational Health and Safety Report - Second Quarter, 2008

(September 3, 2008) Report from City Manager

Recommendation

The City Manager recommends that:

1. The Occupational Health and Safety Report, Second Quarter 2008, be forwarded to City Council.

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 first two quarters of 2008. There was a decrease of 9.5% in the number of lost time injuries relative to the same period in 2007. Information is provided 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.

New information about the Ministry of Labour's Safe at Work Ontario strategy is provided.

Background Information

Report - Occupational Health & Safety Report-Second Quarter, 2008 (http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15635.pdf)

Appendix A-WSIB Incidents-EL11.1

(http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15636.pdf)

Appendix B-Q1&Q2 Frequency 2007-2008-EL11.1

(http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15637.pdf)

Appendix C-4-Year Comparison of Year to date-EL11.1

(http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15638.pdf)

Appendix D(i) - WSIB Invoiced Costs by Division (Jan-Jun)-EL11.1

(http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15648.pdf)

Appendix D(ii) - WSIB Invoiced Costs by Division (Jan-Jun)

(http://www.toronto.ca/legdocs/mmis/2008/el/bqrd/backgroundfile-15649.pdf)-EL11.1

EL11.2	Information			Ward: All
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Quarterly Report: Grievance and Arbitration Activity

(August 18, 2008) Report from Executive Director, Human Resources Division

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 June 30, 2008, for information.

Background Information

Report - Quarterly Report: Grievance & Arbitration Activity (http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15639.pdf)

EL11.3	Presentation			Ward: All
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Collective Bargaining Strategy and Mandate CUPE Local 79, CUPE Local 416 and CUPE Local 2998

Confidential Presentation - Labour relations or employee negotiations

Summary

Confidential Presentation by Executive Director, Human Resources.

3a City of Toronto – 2007 Audited Consolidated Financial Statements

(July 14, 2008) Letter from Audit Committee

Summary

Advising that the Audit Committee directed that a copy of the City's 2007 Consolidated Financial Statements be forwarded to the Employee and Labour Relations Committee, for information, and with a request that the Committee consider the high level of unfunded employee liability in the upcoming collective bargaining process.

The Audit Committee on July 10, 2008, considered a report (June 24, 2008) from the Deputy City Manager and Chief Financial Officer, headed "2007 Audited Consolidated Financial Statements".

Background Information

Letter - City of Toronto-2007 Audited Consolidated Financial Statements

(http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15640.pdf)

Appendix A - 2007 Consolidated Financial-EL11.3a

(http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15641.pdf)

Appendix B - 2007 Key Issues-Risks Facing-EL11.3a

(http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15642.pdf)

Appendix C - 2007 Five-Year Summary-Consolidated Revenues&Expenditures-EL11.3a

(http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15643.pdf)