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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>	2:30 PM	<b>E-mail</b>	ydavies@toronto.ca
<b>Location</b>	Committee Room 2, City Hall		

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*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 March 19, 2008 meeting - Confirmed**

**Conflict of Interest - None**

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

(April 2, 2008) Report from City Manager

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

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

#### **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	Adopted		Ward: All
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## Human Rights and Anti-Harassment Policy Amendments

(May 2, 2008) Report from City Manager

### Committee Recommendations

The Employee and Labour Relations Committee recommended to the Executive Committee 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 request the City Manager to report back to the Employee and Labour Relations Committee on the complaint procedures described in the foregoing Recommendation 2 when they have been developed, and to include in the report comment on the concerns outlined in the communication (May 16, 2008) from COTAPSAI.
4. City Council advise all Agencies, Boards and Commissions to revise their Human Rights Policy and complaint procedures, consistent with the provisions in this Policy.
5. 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>

## Communications

(May 16, 2008) letter from Richard D. Majkot, Executive Director,  
 COTAPSI (EL.New.EL9.2.1)  
<http://www.toronto.ca/legdocs/mmis/2008/el/comm/communicationfile-7306.pdf>

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

(March 5, 2008) Report from City Manager

## Decision Advice and Other Information

The Employee and Labour Relations Committee deferred consideration of this report until the first quarter - 2008 report on Occupational Health and Safety is available.

## 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>)

<b>EL9.4</b>	Presentation	Adopted		Ward: All
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## **Management/Exempt Compensation Review**

**Confidential Attachment - Labour relations or employee negotiations**

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

The Employee and Labour Relations Committee confirmed the action taken in closed session in issuing instructions to staff.

### **Summary**

Presentation on recently conducted Management/Exempt Compensation Review.

### **Meeting Sessions**

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2008-05-20	Afternoon	2:35 PM	3:25 PM	Public
2008-05-20	Afternoon	3:30 PM	5:15 PM	Closed
2008-05-20	Afternoon	5:15 PM	5:20 PM	Public