

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

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 July 22, 2008 meeting - Confirmed

Conflict of Interest - None

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

(September 3, 2008) Report from City Manager

Committee Recommendation

The Employee and Labour Relations Committee recommended to the Executive Committee that 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)-EL11.1
(<http://www.toronto.ca/legdocs/mmis/2008/el/bgrd/backgroundfile-15649.pdf>)

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

(August 18, 2008) 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 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	Adopted		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

Decision Advice and Other Information

The Employee and Labour Relations Committee approved the mandate contained in the confidential document titled "Collective Bargaining Mandate 2008-2009 - Toronto Public Service", presented by the Executive Director, Human Resources.

Summary

Confidential Presentation by Executive Director, Human Resources.

3a City of Toronto – 2007 Audited Consolidated Financial Statements

(July 14, 2008) Letter from Audit Committee

Decision Advice and Other Information

The Employee and Labour Relations Committee received the City's 2007 Audited Consolidated Financial Statements, for information.

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>)

Meeting Sessions

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2008-09-29	Morning	10:10 AM	10:12 AM	Public
2008-09-29	Morning	10:15 AM	11:45 AM	Closed
2008-09-29	Afternoon	11:50 AM	12:15 PM	Public