
Employee and Labour Relations Committee

Meeting No.	9	Contact	Yvonne Davies, Committee Administrator
Meeting Date	Tuesday, May 20, 2008	Phone	416-392-7443
Start Time	2:30 PM	E-mail	ydavies@toronto.ca
Location	Committee Room 2, City Hall		

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 Holyday, the Employee and Labour Relations Committee approved the minutes of its meeting held on March 19, 2008.

Communications/Reports

EL9.1	Information	Received		Ward: All
-------	-------------	----------	--	-----------

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.

Decision Advice and Other Information

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

Motions

Motion to Receive Item moved by Councillor Janet Davis (Carried)

That the Employee and Labour Relations Committee receive this report for information.

Links to 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
-------	--------	---------	--	-----------

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.

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>)

Speakers

Richard D. Majkot, Executive Director, COTAPSAI

Committee Recommendations

On motion by Mayor Miller, 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 comments 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.

Decision Advice and Other Information

On motion by Mayor Miller, the Employee and Labour Relations Committee requested the City Manager to report back to the Committee on the complaint procedures described in 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.

Motions

Motion to Adopt Item moved by Mayor David Miller (Carried)

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.

Motion to Refer Item moved by Mayor David Miller (Carried)

That the City Manager be requested to report back to the Committee on the complaint procedures described in 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.

Links to 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	Deferred		Ward: All
-------	--------	----------	--	-----------

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.

Decision Advice and Other Information

On motion by Mayor Miller, the Employee and Labour Relations Committee deferred consideration of this report until the first quarter - 2008 report on Occupational Health and Safety is available.

Motions

Motion to Defer Item moved by Mayor David Miller (Final)

That consideration of this item be deferred until the report on Occupational Health and Safety for the first quarter, 2008 is available.

Links to 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	Adopted		Ward: All
-------	--------------	---------	--	-----------

Management/Exempt Compensation Review

Confidential Attachment - Labour relations or employee negotiations

Summary

Presentation on recently conducted Management/Exempt Compensation Review.

Decision Advice and Other Information

On motion by Councillor McConnell, the Employee and Labour Relations Committee:

1. Recessed its public session to meet in closed session to consider the confidential items for the reasons listed on the agenda.
2. Confirmed the actions of the Committee in closed session in issuing instructions to staff.

Motions

Motion to Meet in Closed Session moved by Councillor Pam McConnell (Carried)

That the Employee and Labour Relations Committee recess its public session to meet in closed session to consider the confidential items for the reasons listed on the agenda.

Motion to Adopt Item as Amended moved by Councillor Pam McConnell (Carried)

That the Employee and Labour Relations Committee confirm the actions of the Committee in closed session in issuing instructions to staff.

Submitted Tuesday, May 20, 2008

Mayor David Miller, Chair, Employee and Labour Relations Committee

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

Chair