

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		

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	-

Minutes

On motion by Councillor Holyday, the Employee and Labour Relations Committee approved the minutes of its meeting held on July 22, 2008.

Communications/Reports

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

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.

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.

Motions

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

Links to 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>)

(Executive Committee; c.: City Manager; Alison Anderson, Director, Occupational Health and Safety, Human Resources; Cindy O'Brien, Manager, Occupational Health, Safety and Workers' Compensation - September 29, 2008)

EL11.2	Information	Received		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.

Decision Advice and Other Information

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

Motions

Motion to Receive Item moved by Councillor Doug Holyday (Carried)

Links to 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

Summary

Confidential Presentation by Executive Director, Human Resources.

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.

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 confidential item 3 for the reasons listed on the agenda.

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

Motion to Reconvene in Public Session moved by Councillor Doug Holyday (Carried)

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".

Decision Advice and Other Information

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

Motions

Motion to Receive Item moved by Councillor Pam McConnell (Carried)

Links to 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	10:15 AM	Public
2008-09-29	Morning	10:15 AM	11:45 AM	Closed
2008-09-29	Morning	11:50 AM	12:15 PM	Public

Attendance

Date and Time	Quorum	Members
2008-09-29 10:10 AM - 10:15 AM (Public Session)	Present	<i>Present:</i> Bussin, Davis, Di Giorgio, Holyday, McConnell, Miller <i>Not Present:</i> Jenkins
2008-09-29 10:15 AM - 11:45 AM (Closed Session)	Present	<i>Present:</i> Bussin, Davis, Di Giorgio, Holyday, McConnell, Miller <i>Not Present:</i> Jenkins