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## Employee and Labour Relations Committee

<b>Meeting No.</b>	13	<b>Contact</b>	Merle MacDonald, Committee Administrator
<b>Meeting Date</b>	Monday, March 23, 2009	<b>Phone</b>	416-392-7340
<b>Start Time</b>	3:00 PM	<b>E-mail</b>	elrc@toronto.ca
<b>Location</b>	Committee Room 3, City Hall	<b>Chair</b>	Mayor David Miller

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Employee and Labour Relations Committee		
Mayor David Miller, Chair Councillor Janet Davis Councillor Frank Di Giorgio	Councillor Doug Holyday Councillor Cliff Jenkins	Councillor Pam McConnell Councillor Frances Nunziata

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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 – November 3, 2008****Communications/Reports**

EL13.1	ACTION			Ward: All
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**Election of Vice-Chair****Summary**

Election of Vice-Chair

Note: No agenda material is available.

EL13.2	Information			Ward: All
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**Quarterly Report - Grievance and Arbitration Activity****Origin**

(February 6, 2009) Report from the Executive Director, Human Resources Division

**Summary**

To provide the quarterly report of grievance and arbitration activity between October 1 to December 31, 2008, for information.

**Financial Impact**

There are no immediate financial implications in relation to this report.

**Background Information**

Report - Quarterly Report - Grievance and Arbitration Activity

<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-18955.pdf>

EL13.3	ACTION			Ward: All
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**Occupational Health and Safety Report - Third Quarter, 2008****Origin**

(December 5, 2008) Report from the City Manager

## Recommendation

It is recommended that:

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

## 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 three quarters of 2008. There was a decrease of 13% in the number of lost time injuries relative to the same period in 2007. There was also a decrease of 9.4% in recurrence injuries and a decrease of 1.3% in injuries where health care only was sought. 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 *Workplace Violence Prevention* consultation is provided. The Occupational Health and Safety Coordinating Committee (OHSCC) forwarded a letter to the Ministry, supporting the consultation and providing a copy of the City's Workplace Violence Prevention Policy. It is anticipated that the Ministry's response to feedback from stakeholders during its consultation will inform future amendments, if any, to the City's policy.

## Financial Impact

There are no financial implications to this report beyond what have already been approved in the current year's budget.

## Background Information

Report - Occupational Health & Safety Report - Third Quarter, 2008

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19594.pdf>)

Appendix A-WSIB Claims Data, by Division (January-September)

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19595.pdf>)

Appendix B-LTI Frequency (Up to End of Third Quarter)

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19596.pdf>)

Appendix C-Summary of WSIB Costs for All Firm Numbers-1st Three Quarters Comparison, 2005-2008

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19597.pdf>)

Appendix Di-WSIB Invoiced Costs by Division-Costs to End of 3rd Quarter, 2005-2008, <100,000

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19598.pdf>)

Appendix Dii-WSIB Invoiced Costs by Division-Costs to End of 3rd Quarter, 2005-2008, >100,000

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19599.pdf>)

EL13.4	ACTION			Ward: All
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## Occupational Health and Safety Report - End of Year 2008

### Origin

(February 9, 2009) Report from the City Manager

### Recommendation

It is recommended that:

1. The Occupational Health and Safety Report, End of Year 2008, be forwarded to City Council.

### Summary

This report provides information on the status of the City's health and safety system, specifically on activities, priorities and performance during 2008. There was a 12.9% decrease in the number of lost time injuries (LTIs) relative to 2007. There was also a 6.7 % decrease in the number of recurrence injuries (REOs) and a 2.7% decrease in the number of medical aid injuries (MAs). The City's injury frequency decreased from 9.19 to 7.98 in 2008.

The City set a 20% target for reduction in lost time injuries for the period 2004 to 2008. A number of large City divisions achieved the 20% reduction target, or greater. These included Children's Services, Fire Services, Solid Waste Management Services, Shelter, Support and Housing Administration, Emergency Medical Services and Facilities and Real Estate. A number of smaller divisions with typically lower injury rates also achieved the 20% reduction target. The City overall achieved a 14.1% reduction in lost time injuries and a 33.3 % reduction in recurrence injuries

The Ministry of Labour continued to visit City workplaces in 2008. There was a significant reduction in the number of Ministry of Labour (MOL) orders issued to the City as a result of those visits relative to 2007: 36 orders in 2008 compared to 75 orders in 2007.

Although there was a reduction in the number of lost time injuries in 2008, the overall Workplace Safety and Insurance Board (WSIB) costs increased significantly as a result of firefighter cancer claims approved retroactively under the WSIB's presumptive legislation. Omitting fire fighter cancer claims, there was a reduction in the cost of injuries for 2008 relative to 2007.

Progress was made on all three key health and safety priority programs in 2008: Musculoskeletal Disorder (MSD) Prevention Policy implementation, Occupational Health and Safety Continuous Improvement Target Zero initiative, and Health and Safety Audit Phase 2. Additional information is provided in this report.

The focus of the Ministry of Labour (MOL) for 2008 was the implementation of the Safe at Work Ontario strategy, reducing MSDs and addressing workplace violence. This is consistent with the priorities established by the City over the last two years.

## Financial Impact

There are no financial implications to this report beyond what have already been approved in the current year's budget.

## Background Information

Report - Occupational Health & Safety Report - End of Year 2008

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19600.pdf>)

Appendix A - WSIB Claims Data, by Division (2004-2008)

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19601.pdf>)

Appendix B-Lost Time Injury (LTI) Frequency - 2007 and 2008

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19602.pdf>)

Appendix C-Summary of WSIB Costs for All Firm Numbers, (2005-2008)

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19603.pdf>)

Appendix Di-WSIB Annual Invoiced Costs by Division, 2005-2008-Costs Less than \$100,000

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19604.pdf>)

Appendix Dii-WSIB Annual Invoiced Costs by Division, 2005-2008-Costs Greater than \$100,000

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19605.pdf>)

EL13.5	Presentation			Ward: All
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## Collective Bargaining Update

### Confidential - Labour relations or employee negotiations

#### Summary

Presentation from the Executive Director, Human Resources Division

No material available.

EL13.6	ACTION			Ward: All
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## Non-Union Compensation (2009)

### Confidential Attachment - Labour relations or employee negotiations

#### Origin

Report from the Executive Director, Human Resources Division

#### Summary

Report not yet available