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## Employee and Labour Relations Committee

<b>Meeting No.</b>	16	<b>Contact</b>	Patsy Morris, Committee Administrator
<b>Meeting Date</b>	Thursday, June 11, 2009	<b>Phone</b>	416-392-9151
<b>Start Time</b>	3:00 PM	<b>E-mail</b>	elrc@toronto.ca
<b>Location</b>	Committee Room 2, City Hall	<b>Chair</b>	Mayor David Miller

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

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**Declarations of Interest under the *Municipal Conflict of Interest Act*****Confirmation of Minutes – March 23, April 2, and 14, 2009****Communications/Reports**

(Deferred from April 2, 2009 - 2009.EL14.1) (Deferred from March 23, 2009 - 2009.EL13.2)

EL16.1	ACTION			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-21612.pdf>

EL16.2	Information			Ward: All
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**Quarterly Report: Grievance and Arbitration Activity****Origin**

(May 22, 2009) Report from the Executive Director, Human Resources Division

**Summary**

To provide the quarterly report of grievance and arbitration activity between January 1 to March 31, 2009 for information.

**Financial Impact**

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

**Background Information**

Report - Quarterly Report: Grievance & Arbitration Activity

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-21706.pdf>)

EL16.3	Information			Ward: All
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**2008 Annual Human Rights Report****Origin**

(May 28, 2009) Report from the City Manager

**Summary**

This report presents information on human rights issues raised by City staff and service recipients and initiatives undertaken by the Human Rights Office to resolve complaints and promote respectful, discrimination-free employment practices and service provision.

**Financial Impact**

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

**Background Information**

Report - 2008 Annual Human Rights Report

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-21707.pdf>)

EL16.4	ACTION			Ward: All
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**Occupational Health and Safety Report - First Quarter, 2009****Origin**

(May 20, 2009) Report from the City Manager

**Recommendations**

The City Manager recommends that:

1. The Occupational Health and Safety Report, First Quarter 2009 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 quarter of 2009. There were no significant changes in the number of lost time injuries, recurrences or injury frequency relative to the first quarter of 2008. The number of injuries where health care only was sought

decreased significantly by 27.4%. Information is provided where there have been significant changes in accident experience and costs within divisions, as well as actions, specific and general, being taken to improve health and safety performance.

On April 20th, 2009, Bill 168 (An Act to amend the Occupational Health and Safety Act with respect to violence and harassment in the workplace and other matters) received first reading in the provincial legislature. Information with respect to Bill 168, its background, content and impact on the City, is provided in this report.

### **Financial Impact**

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

### **Background Information**

Report - Occupational Health and Safety - First Quarter, 2009

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-21710.pdf>)

Appendix A - First Quarter WSIB Incidents Date, by Division

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-21713.pdf>)

Appendix B-TPS LTI Frequency Report First Quarters

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-21714.pdf>)

Appendix C-Summary of WSIB Costs for All Firm Nos First Qrts '05-09

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-21715.pdf>)

Appendix Di-Q1 WSIB Invoiced Costs by Division

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-21716.pdf>)

Appendix Dii-Q1 WSIB Invoiced Costs by Division

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-21717.pdf>)

EL16.5	ACTION			Ward: All
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### **Collective Bargaining Update**

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

#### **Summary**

Verbal update from the Executive Director, Human Resources Division

No material available