



Employee and Labour Relations Committee

Meeting No.	18	Contact	Patsy Morris, Committee Administrator
Meeting Date	Tuesday, September 29, 2009	Phone	416-392-9151
Start Time	9:00 AM	E-mail	elrc@toronto.ca
Location	Committee Room 1, City Hall	Chair	Mayor David Miller

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 – June 11, 2009 and
July 8, 2009**

EL18.1	ACTION			Ward: All
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**Collective Bargaining Strategy and Mandate - City of Toronto and
Toronto Professional Fire Fighters Association Local 3888**

Confidential Attachment - Labour relations or employee negotiations**Summary**

Verbal presentation from the Executive Director, Human Resources Division

No material available.

EL18.2	Information			Ward: All
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Quarterly Report - Grievance and Arbitration Activity**Origin**

(September 11, 2009) Report from the Executive Director, Human Resources

Summary

The purpose of this report is to provide the quarterly grievance and arbitration activity from April 1 to June 30, 2009.

Financial Impact

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

Background Information

Quarterly Report - Grievance and Arbitration Activity

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-23471.pdf>)

EL18.3	ACTION			Ward: All
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Occupational Health and Safety Report - Second Quarter, 2009

Origin

(September 10, 2009) Report from the City Manager

Recommendations

The City Manager recommends that:

1. The Occupational Health and Safety Report, Second 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 second quarter of 2009. There was a minimal decrease in the number of lost time injuries (0.4%) and a 9.8% decrease in the number of recurrence injuries relative to the first two quarters of 2008. The number of injuries where health care only was sought decreased significantly by 17.3%. WSIB invoiced costs were \$2.3 million lower than those for the same time period in 2008, due to a reduction in costs associated with firefighter cancer claims.

Information is provided where there have been significant changes in accident experience and costs within divisions, as well as actions taken to improve health and safety performance.

Bill 168 (An Act to amend the *Occupational Health and Safety Act* with respect to violence and harassment in the workplace) is still awaiting second reading in the provincial legislature. A consultative review of the City's existing Workplace Violence and Anti-harassment policies will be initiated following second reading of the Bill.

Financial Impact

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

Background Information

Occupational Health and Safety Report - Second Quarter, 2009

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-23472.pdf>)

Appendix A - WSIB Claims Data, by Division (Jan-Jun)

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-23473.pdf>)

Appendix B - LTI Frequency

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-23474.pdf>)

Appendix C - WSIB Costs for All Firm Numbers (2005-2009)

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-23475.pdf>)

Appendix Di - WSIB Invoice Costs by Division (Jan-Jun) Less than \$100,000

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-23476.pdf>)

Appendix Dii - WSIB Invoiced Costs by Division (Jan-Jun) More than \$100,000

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-23477.pdf>)