

Employee and Labour Relations Committee

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

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

Decision Advice and Other Information

The Employee and Labour Relations Committee elected Councillor McConnell as its Vice Chair for a term of office starting March 23, 2009 until November 30, 2010, and until a successor is appointed.

Summary

Election of Vice-Chair

Note: No agenda material is available.

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

Committee Decision

The Employee and Labour Relations Committee deferred this matter until April 2, 2009 for discussion and debate.

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.

Background Information

Report - Quarterly Report - Grievance and Arbitration Activity
<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-18955.pdf>

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

Committee Decision

The Employee and Labour Relations Committee recommended to the Executive Committee that:

1. City Council receive the Occupational Health and Safety Report, Third Quarter 2008.

Origin

(December 5, 2008) Report from the City Manager

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.

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	Adopted		Ward: All
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Occupational Health and Safety Report - End of Year 2008

Committee Decision

The Employee and Labour Relations Committee recommended to the Executive Committee that:

1. City Council receive the Occupational Health and Safety Report, End of Year 2008.

Origin

(February 9, 2009) Report from the City Manager

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.

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	Received		Ward: All
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Collective Bargaining Update

Confidential - Labour relations or employee negotiations

Decision Advice and Other Information

The Employee and Labour Relations Committee received the confidential presentation for information.

Summary

Presentation from the Executive Director, Human Resources Division

No material available.

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

Committee Decision

The Employee and Labour Relations Committee recommends to the Executive Committee that:

1. Recommendation 1 of the report from the City Manager be deleted.
2. The Executive Committee recommend that City Council amend the non-union compensation policy by:
 - a. setting the cost of living adjustments for 2009 and 2010 as 0% and 1%, respectively
 - b. cancelling the re-earnable performance-based lump-sum payments in 2009 and 2010 for non-union employees who have reached their respective maximum salary (job rate).
3. The Executive Committee recommend that City Council continue the performance-based pay policy in 2009 and 2010 for employees' progression through their respective grade salary ranges (minimum salary to maximum salary – job rate), which is based on non-union employees' 2008 and 2009 goals and performance.

Decision Advice and Other Information

The Employee and Labour Relations Committee requested:

1. The City Manager to report directly to the Executive Committee meeting on April 7, 2009 on the impact of the amendments recommended, including any confidential information relating to labour relations and employee negotiations.
2. The City Manager to report to the Employee Labour Relations Committee, as appropriate, on a revised performance structure for 2011 and beyond.

Origin

(March 23, 2009) Report from the City Manager

Summary

The purpose of this report is to provide the Employee and Labour Relations Committee with information regarding non-union compensation for employees in the Toronto Public Service at the City of Toronto. This report also provides background information on the existing Council approved non-union compensation system and some key information regarding other compensation systems in the broader public sector.

Background Information

Report - Non-Union Compensation

(<http://www.toronto.ca/legdocs/mmis/2009/el/bgrd/backgroundfile-19863.pdf>)

Meeting Sessions

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2009-03-23	Afternoon	3:00 PM	4:35 PM	Public
2009-03-23	Afternoon	4:40 PM	5:13 PM	Closed
2009-03-23	Afternoon	5:13 PM	5:15 PM	Public

Attendance

Date and Time	Quorum	Members
2009-03-23 3:00 PM - 4:35 PM (Public Session)	Present	<i>Present:</i> Davis, Di Giorgio, Holyday, Jenkins, McConnell, Miller, Nunziata <i>The Mayor was also present.</i> <i>Also present (non-members):</i> Councillor Shelley Carroll, Councillor Peter Milczyn and Councillor Michael Walker
2009-03-23 4:40 PM - 5:13 PM (Closed Session)	Present	<i>Present:</i> Davis, Di Giorgio, Holyday, Jenkins, McConnell, Miller, Nunziata
2009-03-23 5:13 PM - 5:15 PM (Public Session)	Present	<i>Present:</i> Davis, Di Giorgio, Holyday, Jenkins, McConnell, Miller, Nunziata <i>The Mayor was also present.</i>