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April 6, 2010

Mayor David Miller  
Chair, Employee and Labour Relations Committee

Dear Mayor Miller,

**RE: Return to Work Accommodations**

I am writing to request that the following motion be placed on the agenda of the next meeting of Employee and Labour Relations Committee. In the alternative, in your capacity as Chair, I would ask that you request the City Manager to provide such a report to a future meeting.

“City Manager report to a future meeting of the Employee and Labour Relations Committee on the City’s Modified Work Program, the current practices and proposed strategy, to accommodate return to work placements for injured workers, in all Divisions, including Long Term Care Homes and Services.

As you know, we have a statutory obligation to accommodate injured workers through the provision of modified duties and alternative work placements. During the budget process, staff positions are being eliminated that will impact on our ability to accommodate injured workers in Long Term Care Homes and Services. We received a briefing note that said a strategy is being developed to ensure that we are accommodating in all divisions for all bargaining units. I believe it is important for Council to understand what is being done to ensure that we are meeting our human rights and collective agreement obligations.

Thank you for your consideration of this matter.

Sincerely,

Janet Davis  
Councillor

- c. J. Pennachetti
- B. Anderson
- P. McConnell
- A. Dembinski, CUPE Local 79
- M. Ferguson, CUPE Local 416