



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING 8**

Date of Meeting: Thursday, December 9, 2004 **Enquiry:** Candy Davidovits
Time: 9:30 a.m. **Committee Secretary**
Location: Committee Room 2 **416-392-8032**
City Hall **cdavidov@toronto.ca**
100 Queen Street West
Toronto, ON M5H 2N2

Under the *Municipal Act, 2001*, the Employee and Labour Relations Committee must adopt a motion to meet In-camera (privately) and the reason must be given.

Declarations of Interest under the *Municipal Conflict of Interest Act*

Confirmation of Minutes – November 4, 2004

Deputations/Presentations - A complete list will be distributed at the meeting

Communications/Reports:

1. Implementation of the Changes to the Employee Separation Program

(Deputation Item – Deferred from the last meeting)

Report (November 2, 2004) from the Commissioner of Corporate Services providing additional information with respect to the implementation of the new separation program requirements arising out of the recommendations from the Auditor General as adopted by Council at their meeting of March 1, 2 and 3, 2004.

Recommendation:

It is recommended that this report be received for information.

- 1(a).** Communication (October 6, 2004) from the City Clerk advising that City Council on September 28, 29, 30 and October 1, 2004, referred Clause 31 of Policy and Finance Committee Report 7 entitled “Implementation of the Changes to the Employee Separation Program” to the Employee and Labour Relations Committee for consideration

at its November 2004 meeting, with a request that the Commissioner of Corporate Services provide the Committee with the following:

- the contract containing the Revision to Contract language, showing both the previous and revised wording;
- the actual research material on severance treatment in the private/public sector; and
- the actual research data supporting the 90 percent criteria on salary and benefits;

and that Councillor Balkissoon be invited to attend the meeting at which this matter will be considered.

2. Bill C-45: Amendments to the Criminal Code Respecting Health and Safety

Report (November 23, 2004) from the Commissioner of Corporate Services and the City Solicitor reporting on important recent amendments to the Criminal Code with respect to health and safety and to make recommendations on how the City's health and safety system should be modified as a consequence.

Recommendations:

In order to enable the Mayor and Councillors to be duly diligent with respect to occupational health and safety and to enable Council to ensure that the City has an effective health and safety system and that reasonable steps are taken to ensure the proper operation of the system, the following actions are recommended:

- (1) staff report to Council on an annual basis on the functioning of the City's health and safety system;
- (2) these staff reports to Council should include the following information:
 - the City's accident and injury statistics for the prior period;
 - implementation status of health and safety policies and job-specific training programs/safe work procedures tailored to the specific kinds of work performed in the various divisions and departments;
 - the status of implementation of the Supervisory Occupational Health and Safety Competence Policy and Program and other health and safety training initiatives;
 - information with respect to joint health and safety committee status, orders (including compliance status) or charges against the City under the Occupational Health and Safety Act (OHSA) and/or the Criminal Code and work refusals;

- status of development of a health and safety audit process and results of health and safety audits;
 - managing contracts for services to take into account health and safety issues; and
 - new developments in occupational health and safety law and policy;
- (3) all members of senior management and all members of Council who have not already attended training on the requirements of the OHSA and Bill C-45 should do so by no later than March 2005.
- (4) work requests or inquiries from constituents received by the Mayor or Councillors be referred to relevant departmental representatives for action, without instruction or direction.

3. Schedule of Meetings for January to May 2005

Communication (November 30, 2004) from the City Clerk proposing the following Schedule of Meetings for the period January to May 2005:

- Tuesday, January 11, 2005 2:00 p.m.
- Thursday, February 10, 2005 9:30 a.m.
- Wednesday, March 9, 2005 9:30 a.m.
- Thursday, April 7, 2005 9:30 a.m.
- Thursday, May 12, 2005 9:30 a.m.

4. Outstanding Matters at Arbitration – Costs of Potentially Large Arbitration Awards (In-Camera – Labour Relations or Employee Negotiations)

Confidential report (December 2, 2004) from the Chief Administrative Officer reporting on outstanding matters at arbitration, such report to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

5. Labour Relations Update – Verbal Report (In-Camera – Labour Relations or Employee Negotiations)