



**Published Results-based Plan
2006-07**

MINISTRY OF LABOUR

MINISTRY OVERVIEW

Vision

A strong enforcement-oriented organization that achieves outcomes to ensure health, safety, fairness and stable labour relations within Ontario workplaces.

Overview Statement

Through the areas of occupational health and safety, employment rights and responsibilities, and labour relations, the Ministry's mandate is to set, communicate and enforce workplace standards. A range of specialized agencies, boards and commissions assists the Ministry in its work.

The Ministry supports the government's priority of Strong People, Strong Economy and its key results of fostering a competitive business environment and providing modern, efficient public services.

Strategies/Outcomes

The Ministry of Labour is implementing strategies as part of a four-year plan that began in 2004-05 to achieve the following outcomes:

- Make workplaces safer and healthier by working with its health and safety partners and targeting high-risk workplaces;
- Ensure that all employers in the construction sector are full participants in Ontario's economy by targeting the underground economy;
- Protect vulnerable workers and make workplaces fairer for all by targeted inspections of high-risk employers and increasing awareness of employment rights and responsibilities; and,
- Create and maintain a stable labour relations environment by building capacity and promoting best practices in the labour relations environment.

MINISTRY PROGRAMS

Occupational Health and Safety

The Ministry's Occupational Health and Safety program works with its health and safety partners toward the primary goal of reducing and eliminating workplace injury and illness. In administering the *Occupational Health and Safety Act (OHSA)*, the Ministry sets, communicates and enforces standards set out in the *OHSA* and related regulations.

The workplace internal responsibility system is the foundation of Ontario's approach to occupational health and safety. This means that employers and workers who are closest to and most familiar with workplace conditions and requirements are responsible for identifying and controlling hazards in their workplaces and preventing injury and illness.

The Ministry is directing significant resources toward targeting those firms with the highest injury rates and injury-related costs to improve health and safety practices within these workplaces and reduce associated costs to both the employer and the Workplace Safety and Insurance Board (WSIB).

Employment Rights and Responsibilities

The goal of the Employment Rights and Responsibilities program is to set, communicate and enforce appropriate policies and standards established under the *Employment Standards Act, 2000 (ESA)* and the *Pay Equity Act (PEA)*. The Ministry ensures compliance with these standards through education, consultation, investigation and enforcement activities.

Over the past two decades, Ontario's workplaces have been experiencing rapid change driven by new technologies and increased global competition. The growth of industries is concentrated in the services sector while the traditional manufacturing sector continues to experience a decline. The working population is remaining in the workforce longer, and there are more women and immigrants in the workforce.

The challenge for the Employment Rights and Responsibilities program is to provide employers and workers with the flexibility they need to develop fair and productive workplaces in an increasingly competitive environment, while maintaining an underlying set of essential standards. At the same time, they must focus enforcement activity where it is needed most to ensure workers are protected.

Labour Relations

The Ministry's objective in the area of labour relations is to foster, support and maintain a balanced and stable labour relations environment. Stable labour relations are critical to the economy as well as to the government's ability to deliver results in its key priorities of health care, education and other public services.

The Ministry's Labour Relations program focuses on the settlement of workplace disputes under various employment-related statutes, assists in the settlement of collective agreements, and assembles collective bargaining information. In promoting a stable and constructive labour relations climate, the program helps to foster productive workplace relationships throughout Ontario.

Ministry Agencies

The Ministry is committed to supporting the government's priority of Strong People, Strong Economy and its key result of a competitive business environment through its Occupational Health and Safety, Employment Rights and Responsibilities, and Labour Relations programs, supported by the following agencies:

- Ontario Labour Relations Board
- Pay Equity Office
- Pay Equity Hearings Tribunal

The Ministry also continues to provide services that are in the public interest through its other agencies; namely:

- Public Service Appeal Boards
- Office of the Worker Adviser
- Office of the Employer Adviser

The Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal report to the Minister of Labour but are not funded by the government.

MINISTRY RESULTS-BASED PLAN 2006-07

The Ministry is in the third year of a four-year transformational strategy designed to ensure that Ontario workplaces are safe, fair, stable and productive.

Making Workplaces Safer and Healthier

The Ministry's strategy to make workplaces safer and healthier has two components to it:

- A coordinated and comprehensive health and safety strategy that includes focusing enforcement on the highest risk/highest cost workplaces and collaborating with system partners to deliver effective training and education programs; and,
- A construction sector-specific strategy targeted at underground economic activity in Ontario.

A key component of the strategy is to target enforcement activities at workplaces with the highest risk and highest claims costs. In 2006-07 the Ministry will continue to work with its health and safety partners toward its four-year objective of reducing workplace injuries by 20 per cent, so that by 2008:

- 20,000 fewer workers will lose time from work because of workplace injuries; and,
- The Workplace Safety and Insurance Board (WSIB) will avoid \$300 million in associated claims costs.

The Ministry will continue to raise awareness of the importance of preventing ergonomic-related injuries such as back pain, muscle strain and tendonitis, which account for 42 per cent of all lost-time injuries in Ontario. Violence in the workplace will also be the focus of prevention materials to be developed by the Ministry and its health and safety partners.

In addition, partnerships with the Ministry of Health and Long-Term Care, the WSIB, and Health and Safety Associations will improve health and safety in the health care sector. Dedicated inspectors will work within the healthcare sector to ensure, among other things, proper infectious disease protocols. The Ministry will begin to apply the *Occupational Health and Safety Act* to farming operations by June 30, 2006.

The Ministry has also partnered with the Ministry of Finance, the Canada Revenue Agency, and the WSIB on data sharing. Construction inspectors are identifying employers possibly operating in the underground economy by making referrals of suspect companies to the appropriate agency or Ministry.

In addition, to strengthen the enforcement of training requirements for trades workers in Ontario, Ministry of Labour inspectors have been given the authority to issue on-the-spot tickets to uncertified trades workers who are required to be certified.

Legislative Changes

The Ministry is also working to modernize health and safety legislation and regulations through:

- Broadening protection for construction workers with an updated regulation for asbestos in construction as well as amendments to electrical and hoisting requirements;
- Updating Occupational Exposure Limits based on new American Conference of Governmental Industrial Hygienists limits for 2006;
- Extending coverage under the Occupational Health and Safety Act to some types of farming operations, effective June 30, 2006; and,
- Updating health and safety regulations which specify requirements for working in confined spaces.

In February 2006, the Ministry announced the introduction of the *Regulatory Modernization Act, 2006*. If passed, the *Regulatory Modernization Act, 2006*, would enable staff from 13 ministries and other agencies to share information and work together to ensure that businesses comply with provincial laws. It would also help the government monitor businesses that put the public at risk by violating Ontario laws.

Link to Government Priorities

Health and safety activities create a safe workplace environment that will attract jobs and investment as a result of higher productivity and lower costs from having fewer injuries.

Protecting Vulnerable Workers and Making Workplaces Fairer

The Ministry is also focusing on improving protection of vulnerable workers and ensuring fair workplaces by getting tough on employers who contravene employment standards legislation and regulations. In 2004-05 the Ministry implemented a strategy to shift its focus from concentrating on investigating employment standards complaints to proactively enforcing compliance, increasing outreach to vulnerable workers and, in the process, providing a level playing field for businesses across the province.

The Employment Standards Service Integration strategy is expected to produce changes in the program, with results to be realized by 2008.

The strategy includes:

- Targeted enforcement of high-risk non-compliant employers to improve compliance with the *Employment Standards Act, 2000 (ESA)*;
- Increasing multi-language outreach to the most vulnerable workers; and,
- Putting money owed into the hands of employees faster by reducing claims resolution times and improving collection rates.

The program conducts more than 2,000 proactive inspections of high-risk employers per year. In 2005-06 inspectors began issuing Orders to Comply and tickets (under Part 1 of the *Provincial Offences Act*) to non-compliant employers.

The program will work with employer organizations to improve compliance in high-risk sectors such as retail, restaurant and business services.

The Employment Standards Service Integration strategy has also resulted in a number of improvements such as: simplification of the employment standards claim form; launch of the Workplace Gateway website, which provides easy access to information on employment rights and responsibilities; and, provision of easy-to-understand brochures that are now available in 21 languages. To improve claim-processing time, ServiceOntario Government Information Centres across the province have begun accepting claim forms. Partnerships have been established with 100 community organizations to provide information on employment standards to their clients or members.

Legislative Changes

Recent changes in legislation (*Family Medical Leave Act*, rollback of the 60-hour work week, increase in Ontario's minimum wage) contribute to program objectives of enhancing awareness of workplace rights and strengthening enforcement of employment standards. All form part of a broad strategy to improve the well-being of Ontarians and ensure compliance with the *ESA, 2000*.

Link to Government Priorities

Employment standards activities protect vulnerable workers and create fair workplaces, which promote higher productivity and support a competitive business environment.

Restoring Balance to Labour Relations and Increasing Productivity

The Ministry's labour relations activities involve developing and implementing policies, strategies and services to promote fair, balanced and productive labour relations in Ontario workplaces.

One of the key activities of the program is the effective delivery of neutral dispute resolution and education services to the unionized sectors of the province. The Ministry has also been promoting best practices through continued expansion of its Interest-based training and facilitation on a cost recovery basis. Participants in the program are interested in improving the relationship with their counterparts not only for collective bargaining purposes, but also in the administration of their collective agreements. Improved relationships will avoid strikes and lock-outs and help create stable workplaces where productivity is more likely to increase.

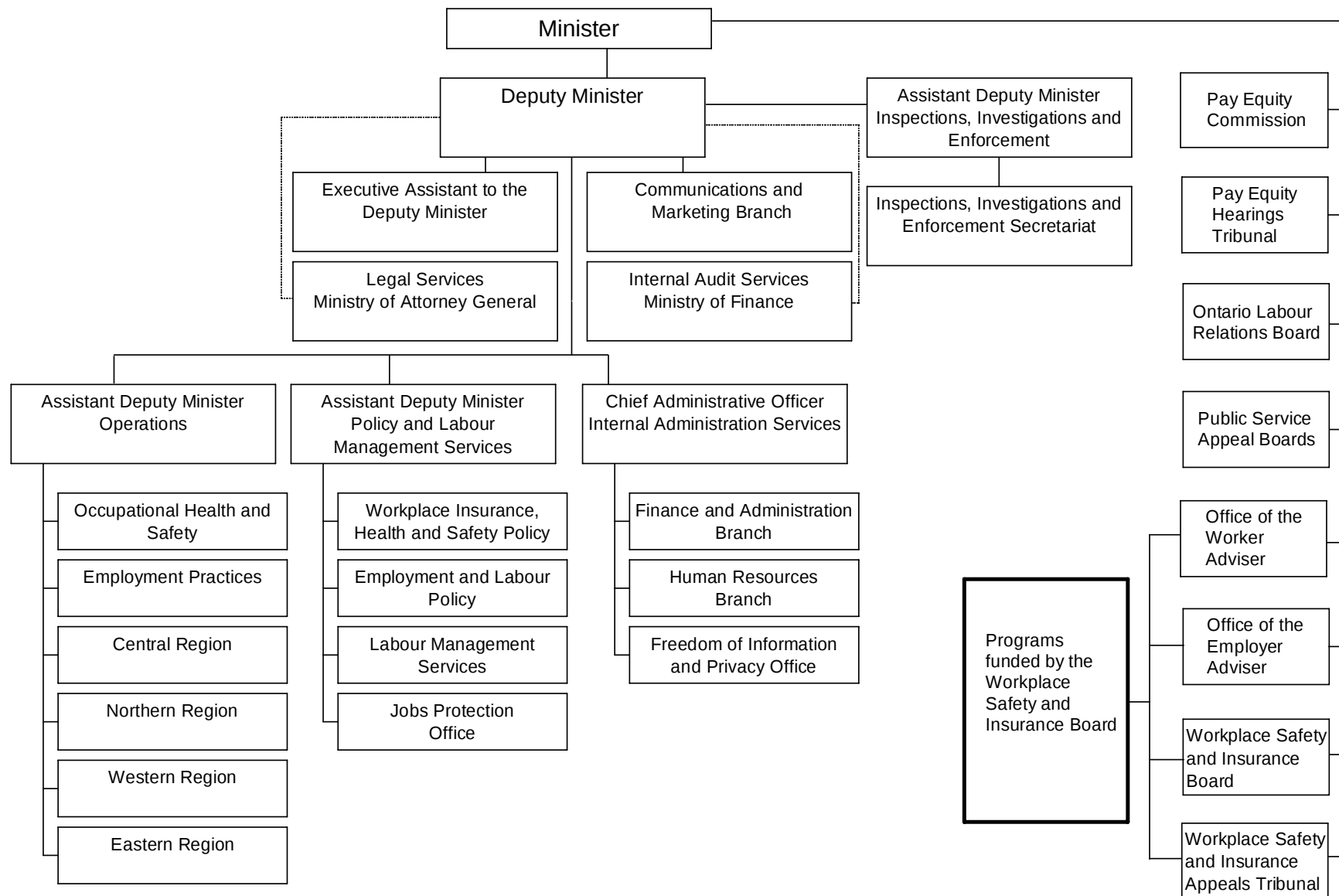
In 2006-07 the Labour Relations program will:

- Provide expert labour relations advice to public and private sector clients;
- Provide neutral collective bargaining dispute resolution services to parties who are having difficulty negotiating collective agreements;
- Attempt to facilitate resolution to 95 per cent of all collective bargaining disputes without a strike or lock-out;
- Continue to develop linkages with the academic community to build capacity in the areas of labour relations dispute resolution; and,
- Promote labour relations best practices through continued expansion of Interest-based training and facilitation on a cost recovery basis.

Link to Government Priorities

Effective labour relations dispute resolution creates fair and stable workplaces and increases productivity, making Ontario an attractive place for investors.

MINISTRY OF LABOUR: ORGANIZATIONAL CHART 2006-07



MINISTRY OF LABOUR: ACTS ADMINISTERED 2006-07

Ambulance Services Collective Bargaining Act, 2001

Crown Employees Collective Bargaining Act, 1993

Employment Standards Act, 2000

Fairness is a Two-Way Street Act (Construction Labour Mobility), 1999

Part IX of the Fire Protection and Prevention Act, 1997 (Firefighters: Employment and Labour Relations)

Hospital Labour Disputes Arbitration Act

Labour Relations Act, 1995

Ministry of Labour Act

Occupational Health and Safety Act

Pay Equity Act

Public Sector Dispute Resolution Act, 1997

Public Sector Labour Relations Transition Act, 1997

Rights of Labour Act

SARS Assistance and Recovery Strategy Act, 2003, Part I

Smoking in the Workplace Act

Workplace Safety and Insurance Act, 1997

SUMMARY OF EXPENDITURES: AGENCIES, BOARDS & COMMISSIONS

<u>VOTE/ITEM</u>		2005-06 INTERIM ACTUAL REVENUE	2005-06 INTERIM ACTUAL EXPENDITURE	2006-07 ESTIMATES
1602-01	Pay Equity Office	—	3,196,300	3,359,200
1602-02	Pay Equity Hearings Tribunal	—	528,700	601,700
1603-01	Ontario Labour Relations Board	472,643	11,968,900	12,092,000
1603-02	Public Service Appeal Boards (See Note 1)	1,380,757	1,196,400	1,155,900
1604-03	Office of the Worker Adviser (See Note 2)	—	9,511,500	9,709,500
1604-04	Office of the Employer Adviser (See Note 2)	—	2,984,600	3,252,700

- Notes:
- (1) Gross 2006-07 Estimates for Public Service Appeal Boards total \$2,120,900. All costs for the Grievance Settlement Board (GSB) are recovered from Ministry employers as recoveries (\$965,000) and from Crown employers and trade unions as revenue (\$1,155,900).
 - (2) The amounts shown represent gross expenditures that are fully recoverable from the Workplace Safety and Insurance Board.

The Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal report to the Minister of Labour but are not funded by the government.

MINISTRY FINANCIAL INFORMATION

MINISTRY PLANNED EXPENDITURES 2006-07

	Ministry Planned Expenditures (\$M) 2006-07
Operating	150.4
Capital	There are no Capital Estimates for the Ministry of Labour.

MINISTRY PLANNED EXPENDITURES BY PROGRAM 2006-07

Program	Ministry Planned Expenditures (\$M)
Occupational Health and Safety	80.7
Employment Rights and Responsibilities	23.7
Labour Relations	21.3
Pay Equity Commission	4.0
Ministry Administration	20.7