

MINISTRY OF LABOUR

SUMMARY

The mission of the Ministry of Labour is to contribute to the prosperity of Ontario by advancing health, safety, fairness and productive relationships in the workplace and the broader community. The Ministry's core businesses are: Occupational Health and Safety, Employment Rights and Responsibilities and Labour Relations. In this context, the Ministry provides advice and information to the government on labour and workplace issues; sets standards and develops policies; enforces standards and legislation; carries out investigations; inspects workplaces needing further help in developing self-reliance; works with others to ensure that effective mechanisms are in place for providing information and workplace training; informs employers and workers about their workplace rights and responsibilities; ensures the provision of assistance in negotiating collective agreements and establishing arbitration boards; assists in building cooperative workplace relationships; and administers, interprets, and applies relevant labour legislation.

2002-03 Estimates	PROGRAMS	Change from 2001-02	2001-02 Estimates	2000-01 Actual
\$		\$	\$	\$
OPERATING				
19,787,040	Ministry Administration Program	1,179,588	18,607,452	16,694,559
4,198,100	Pay Equity Commission Program	312,400	3,885,700	3,641,628
21,164,500	Labour Relations Program	(98,400)	21,262,900	20,554,329
50,743,800	Occupational Health and Safety Program	164,000	50,579,800	47,376,624
22,710,700	Employment Rights and Responsibilities Program	(1,053,800)	23,764,500	20,373,204
183,000	Economics and Business Cluster Information Technology Program	182,000	1,000	-
<u>118,787,140</u>	Ministry Total Operating	<u>685,788</u>	<u>118,101,352</u>	<u>108,640,344</u>
68,490,800	Less: Special Warrants	68,490,800	-	-
46,840	Less: Statutory Appropriations	2,688	44,152	44,062
<u>50,249,500</u>	< TOTAL OPERATING TO BE VOTED	<u>(67,807,700)</u>	<u>118,057,200</u>	<u>108,596,282</u>
ACCOUNTING CLASSIFICATION				
<u>118,787,140</u>	Expenditure	<u>685,788</u>	<u>118,101,352</u>	<u>108,640,344</u>

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MINISTRY ADMINISTRATION PROGRAM :

This program coordinates the decision making processes of the Ministry and provides technical and professional services to support the design, implementation and effective delivery of Ministry programs. The program consists of the Minister's Office; Deputy Minister's Office, Legal Services, Communications, Finance and Administration, Human Resources, Audit Services and Information Technology Services.

In addition, the program provides administrative and financial support services to the Board of Inquiry of the Ministry of Citizenship and to the Economics and Business Cluster.

VOTE and item	2002-03 Estimates	PROGRAM AND ACTIVITIES	Change from 2001-02	2001-02 Estimates	2000-01 Actual
	\$		\$	\$	\$
1601		MINISTRY ADMINISTRATION PROGRAM			
OPERATING					
1	19,740,200	Ministry Administration	1,176,900	18,563,300	16,650,497
S	35,006	Minister's Salary, the Executive Council Act ...	2,009	32,997	32,997
S		Parliamentary Assistant's Salary, the			
	11,834	Executive Council Act	679	11,155	11,065
	<u>19,787,040</u>	Total Operating	<u>1,179,588</u>	<u>18,607,452</u>	<u>16,694,559</u>
	12,178,100	Less: Special Warrants	12,178,100	-	-
	46,840	Less: Statutory Appropriations	2,688	44,152	44,062
	<u>7,562,100</u>	Amount to be Voted	<u>(11,001,200)</u>	<u>18,563,300</u>	<u>16,650,497</u>

- NOTES -

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PAY EQUITY COMMISSION PROGRAM :

The Pay Equity Office is responsible for administering the Pay Equity Act to ensure the achievement and maintenance of pay equity in Ontario, both in the private and public sectors, through a self-reliant process supported by education, policy and research, and dispute resolution.

The Pay Equity Hearings Tribunal, a quasi-judicial tri-partite administrative tribunal, is responsible for adjudicating disputes arising from the Pay Equity Act.

VOTE and item	2002-03 Estimates	PROGRAM AND ACTIVITIES	Change from 2001-02	2001-02 Estimates	2000-01 Actual
	\$		\$	\$	\$
1602		PAY EQUITY COMMISSION PROGRAM			
OPERATING					
1	3,154,100	Pay Equity Office	294,500	2,859,600	2,813,081
2	1,044,000	Pay Equity Hearings Tribunal	17,900	1,026,100	828,547
	<u>4,198,100</u>	Total Operating	<u>312,400</u>	<u>3,885,700</u>	<u>3,641,628</u>
	1,538,100	Less: Special Warrants	1,538,100	-	-
	<u>2,660,000</u>	Amount to be Voted	<u>(1,225,700)</u>	<u>3,885,700</u>	<u>3,641,628</u>

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING			Pay Equity Hearings Tribunal (1602-2)	
Pay Equity Office (1602-1)		\$		\$
Salaries and wages	2,226,100		Salaries and wages	702,100
Employee benefits	358,200		Employee benefits	72,300
Transportation and communication	184,900		Transportation and communication	75,500
Services	336,900		Services	169,100
Supplies and equipment	48,000		Supplies and equipment	25,000
	<u>3,154,100</u>			<u>1,044,000</u>
			Total Operating for Pay Equity Commission Program	<u><u>4,198,100</u></u>

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LABOUR RELATIONS PROGRAM :

The role of Labour Relations is to promote a stable labour relations climate and harmonious workplace relationships in the Province.

The Ontario Labour Relations Board (OLRB) is an independent, quasi-judicial tribunal which mediates and adjudicates employment and labour relation-related matters under various Ontario statutes. In the labour relations area the OLRB is responsible for: certification of trade unions; review of unfair labour practice applications, illegal strikes and lock-outs; and termination of bargaining rights. The OLRB also generally ensures minimum workplace standards through the review of decisions of employment standards officers and occupational health and safety inspectors, as well as mediating and arbitrating other disputes with a view to promoting safe, fair and harmonious conditions in Ontario's workplaces.

The two statutory tribunals comprising the Public Service Appeal Boards are independent quasi-judicial tribunals that oversee the labour relations of Ontario Crown employees. They include the Crown Employees Grievance Settlement Board and the Public Service Grievance Board.

The Labour Management Services program provides neutral, third party assistance to trade unions and employers through collective agreement conciliation and mediation, appointment of arbitrators and collective bargaining information.

VOTE and item	2002-03 Estimates	PROGRAM AND ACTIVITIES	Change from 2001-02	2001-02 Estimates	2000-01 Actual
	\$		\$	\$	\$
1603		LABOUR RELATIONS PROGRAM			
OPERATING					
1	11,795,000	Labour Relations Board	99,900	11,695,100	11,688,313
2	1,254,900	Public Service Appeal Boards	15,000	1,239,900	1,060,323
3	8,114,600	Labour Management Services	(213,300)	8,327,900	7,805,693
	<u>21,164,500</u>	Total Operating	<u>(98,400)</u>	<u>21,262,900</u>	<u>20,554,329</u>
	7,579,500	Less: Special Warrants	7,579,500	-	-
	<u>13,585,000</u>	Amount to be Voted	<u>(7,677,900)</u>	<u>21,262,900</u>	<u>20,554,329</u>

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING			Labour Management Services (1603-3)	\$
Labour Relations Board (1603-1)		\$		
Salaries and wages	7,338,000		Salaries and wages	5,247,900
Employee benefits	1,151,400		Employee benefits	967,900
Transportation and communication	905,000		Transportation and communication	746,300
Services	2,275,600		Services	1,140,000
Supplies and equipment	125,000		Supplies and equipment	112,500
	<u>11,795,000</u>			<u>8,214,600</u>
			Less: Recoveries	100,000
Public Service Appeal Boards (1603-2)				<u>8,114,600</u>
Salaries and wages	428,600		Total Operating for Labour Relations Program	<u><u>21,164,500</u></u>
Employee benefits	91,200			
Transportation and communication	160,400			
Services	1,581,000			
Supplies and equipment	15,000			
	<u>2,276,200</u>			
Less: Recoveries	1,021,300			
	<u>1,254,900</u>			

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OCCUPATIONAL HEALTH AND SAFETY PROGRAM :

Occupational Health and Safety's primary mandate is the setting, communicating and enforcing of the occupational health and safety laws and regulations to reduce or eliminate workplace injury or illness.

The Occupational Health and Safety program secures compliance with the Occupational Health and Safety Act (the Act), and assists in securing a healthful and safe working environment. Through the administration and enforcement of the Act and regulations, it encourages employers and workers to cooperatively identify and control health and safety hazards.

The Office of the Worker Adviser and the Office of the Employer Adviser provide advisory and educational services to non-unionized injured workers and smaller employers (respectively), and represent them before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal.

<u>VOTE and item</u>	<u>2002-03 Estimates</u>	<u>PROGRAM AND ACTIVITIES</u>	<u>Change from 2001-02</u>	<u>2001-02 Estimates</u>	<u>2000-01 Actual</u>
	\$		\$	\$	\$
1604		OCCUPATIONAL HEALTH AND SAFETY PROGRAM			
OPERATING					
1	50,740,800	Occupational Health and Safety	164,000	50,576,800	47,376,624
2		Workplace Safety and Insurance Advisory			
	1,000	Program Administration	-	1,000	-
3	1,000	Office of Worker Adviser	-	1,000	-
4	1,000	Office of Employer Adviser	-	1,000	-
	<u>50,743,800</u>	Total Operating	<u>164,000</u>	<u>50,579,800</u>	<u>47,376,624</u>
	32,769,600	Less: Special Warrants	32,769,600	-	-
	<u>17,974,200</u>	Amount to be Voted	<u>(32,605,600)</u>	<u>50,579,800</u>	<u>47,376,624</u>

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING					
Occupational Health and Safety (1604-1)		\$		Office of Worker Adviser (1604-3)	\$
Salaries and wages	32,595,100			Salaries and wages	5,166,700
Employee benefits	6,459,400			Employee benefits	883,900
Transportation and communication	3,044,500			Transportation and communication	440,000
Services	7,220,700			Services	1,265,500
Supplies and equipment	1,480,100			Supplies and equipment	138,500
Transfer payments		\$		Transfer payments	
Grants to Canadian Institute of Radiation Safety	40,000			Workplace Safety and Insurance Advisory Program Training Initiatives	225,000
Grants to promote improved health and safety practices	1,000				<u>8,119,600</u>
	<u>41,000</u>			Less: Recoveries	<u>8,118,600</u>
	50,840,800				<u>1,000</u>
Less: Recoveries	100,000			Office of Employer Adviser (1604-4)	
	<u>50,740,800</u>			Salaries and wages	1,909,100
Workplace Safety and Insurance Advisory Program Administration (1604-2)				Employee benefits	339,300
Salaries and wages	453,900			Transportation and communication	215,700
Employee benefits	71,000			Services	344,900
Transportation and communication	8,200			Supplies and equipment	133,600
Services	5,600				<u>2,942,600</u>
Supplies and equipment	10,400			Less: Recoveries	<u>2,941,600</u>
	549,100				<u>1,000</u>
Less: Recoveries	548,100			Total Operating for Occupational Health and Safety Program	<u><u>50,743,800</u></u>
	<u>1,000</u>				

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EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM :

This program is responsible for the administration and enforcement of the Employment Standards Act, 2000 and related legislation and regulations.

The Employment Standards program ensures that Ontario workers are protected by minimum standards of employment covering wages and working conditions. It encourages self-reliance with these standards through prevention efforts and secures compliance through inspections, investigations and enforcement initiatives.

VOTE and item	2002-03 Estimates	PROGRAM AND ACTIVITIES	Change from 2001-02	2001-02 Estimates	2000-01 Actual
	\$		\$	\$	\$
1605		EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM			
OPERATING					
1	22,710,700	Employment Standards	(1,053,800)	23,764,500	20,373,204
	<u>22,710,700</u>	Total Operating	<u>(1,053,800)</u>	<u>23,764,500</u>	<u>20,373,204</u>
	14,363,400	Less: Special Warrants	14,363,400	-	-
	<u>8,347,300</u>	Amount to be Voted	<u>(15,417,200)</u>	<u>23,764,500</u>	<u>20,373,204</u>

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING

Employment Standards (1605-1)	\$
Salaries and wages	14,167,000
Employee benefits	2,915,900
Transportation and communication	1,226,400
Services	4,147,500
Supplies and equipment	351,900
Transfer payments	
Grants to promote improved employment practices	2,000
	<u>22,810,700</u>
Less: Recoveries	100,000
	<u>22,710,700</u>
Total Operating for Employment Rights and Responsibilities Program	<u><u>22,710,700</u></u>

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ECONOMICS AND BUSINESS CLUSTER INFORMATION TECHNOLOGY PROGRAM :

The Economics and Business Information Technology Cluster program is responsible for the provision of information management and information technology services for the Ministries of Consumer and Business Services; Enterprise, Opportunity and Innovation; and, Labour. The cluster organization provides timely and cost-effective support to its client Ministries in helping them achieve common and individual objectives for promoting e-business and e-government as a means of enhancing government services.

VOTE and item	2002-03 Estimates	PROGRAM AND ACTIVITIES	Change from 2001-02	2001-02 Estimates	2000-01 Actual
	\$		\$	\$	\$
1606		ECONOMICS AND BUSINESS CLUSTER INFORMATION TECHNOLOGY PROGRAM			
OPERATING					
1		Economics and Business Cluster Information			
	183,000	Technology	182,000	1,000	-
	<u>183,000</u>	Total Operating	<u>182,000</u>	<u>1,000</u>	<u>-</u>
	62,100	Less: Special Warrants	62,100	-	-
	<u>120,900</u>	Amount to be Voted	<u>119,900</u>	<u>1,000</u>	<u>-</u>

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING

Economics and Business Cluster Information Technology (1606-1)	\$
Salaries and wages	6,600,100
Employee benefits	1,261,100
Transportation and communication	1,496,400
Services	26,522,900
Supplies and equipment	215,900
	<u>36,096,400</u>
Less: Recoveries	<u>35,913,400</u>
	183,000
Total Operating for Economics and Business Cluster Information Technology Program	<u><u>183,000</u></u>

