

MINISTRY OF LABOUR

SUMMARY

The Ministry's key activities 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; develops policies; sets and enforces standards and legislation; carries out investigations; 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.

Accrual 2004-05 Estimates	PROGRAMS	Change from 2003-04	Accrual 2003-04 Estimates	Cash 2002-03 Actual
\$		\$	\$	\$
OPERATING				
21,174,846	Ministry Administration Program	1,381,000	19,793,846	19,751,173
4,394,700	Pay Equity Commission Program	(47,800)	4,442,500	4,135,393
21,250,800	Labour Relations Program	223,700	21,027,100	20,640,052
62,734,700	Occupational Health and Safety Program	11,232,300	51,502,400	49,427,611
23,437,100	Employment Rights and Responsibilities Program	886,000	22,551,100	23,529,149
306,200	Economics and Business Information Technology Cluster Program	(11,900)	318,100	41,686
133,298,346	Ministry Total Operating	13,663,300	119,635,046	117,525,064
-	Less: Special Warrants	(84,015,900)	84,015,900	-
48,246	Less: Statutory Appropriations	-	48,246	46,839
133,250,100	< TOTAL OPERATING TO BE VOTED	97,679,200	35,570,900	117,478,225
133,298,346	Ministry Total Operating	13,663,300	119,635,046	
133,298,346	TOTAL INCLUDING CONSOLIDATION AND OTHER ADJUSTMENTS	13,663,300	119,635,046	

MINISTRY OF LABOUR

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 includes the Minister's Office, Parliamentary Assistant's Office and Deputy Minister's Office.

VOTE and item	Accrual 2004-05 Estimates	VOTE AND ITEMS	Change from 2003-04	Accrual 2003-04 Estimates	Cash 2002-03 Actual
	\$		\$	\$	\$
1601		MINISTRY ADMINISTRATION PROGRAM			
OPERATING					
1	21,126,600	Ministry Administration	1,381,000	19,745,600	19,704,334
S	36,057	Minister's Salary, the <i>Executive Council Act</i> ..	-	36,057	35,005
S	12,189	Parliamentary Assistant's Salary, the <i>Executive Council Act</i>	-	12,189	11,834
	<u>21,174,846</u>	Total Operating	<u>1,381,000</u>	<u>19,793,846</u>	<u>19,751,173</u>
	-	Less: Special Warrants	(13,787,600)	13,787,600	-
	48,246	Less: Statutory Appropriations	-	48,246	46,839
	<u>21,126,600</u>	Amount to be Voted	<u>15,168,600</u>	<u>5,958,000</u>	<u>19,704,334</u>

- NOTES -

MINISTRY OF LABOUR

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 process of self-reliance 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 under the *Pay Equity Act*. In addition, the program provides administrative and financial support services to the Human Rights Tribunal of Ontario.

VOTE and item	Accrual 2004-05 Estimates	VOTE AND ITEMS	Change from 2003-04	Accrual 2003-04 Estimates	Cash 2002-03 Actual
	\$		\$	\$	\$
1602		PAY EQUITY COMMISSION PROGRAM			
OPERATING					
1	3,337,000	Pay Equity Office	(62,800)	3,399,800	3,235,909
2	1,057,700	Pay Equity Hearings Tribunal	15,000	1,042,700	899,484
	4,394,700	Total Operating	(47,800)	4,442,500	4,135,393
	-	Less: Special Warrants	(3,107,000)	3,107,000	-
	4,394,700	Amount to be Voted	3,059,200	1,335,500	4,135,393

- NOTES -

MINISTRY OF LABOUR

STANDARD ACCOUNTS CLASSIFICATION

OPERATING			Pay Equity Hearings Tribunal (1602-2)	\$
Pay Equity Office (1602-1)	\$			
Salaries and wages	2,440,000		Salaries and wages	1,277,700
Employee benefits	309,100		Employee benefits	155,800
Transportation and communication	201,500		Transportation and communication	86,700
Services	332,500		Services	347,200
Supplies and equipment	53,900		Supplies and equipment	33,600
	<u>3,337,000</u>			<u>1,901,000</u>
			Less: Recoveries	<u>843,300</u>
				<u>1,057,700</u>
			Total Operating for Pay Equity Commission Program	<u><u>4,394,700</u></u>

MINISTRY OF LABOUR

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 a variety of employment and labour relations-related matters under various Ontario statutes. The OLRB is responsible for, among other things: certification of trade unions, termination of bargaining rights, unfair labour practice applications, employer applications related to the sale of businesses, illegal strikes and lock-outs, both in the construction and non-construction sectors. 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 labour and employment 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 also 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	Accrual 2004-05 Estimates	VOTE AND ITEMS	Change from 2003-04	Accrual 2003-04 Estimates	Cash 2002-03 Actual
	\$		\$	\$	\$
1603		LABOUR RELATIONS PROGRAM			
OPERATING					
1	11,930,300	Labour Relations Board	264,600	11,665,700	11,608,742
2	1,224,200	Public Service Appeal Boards	(43,300)	1,267,500	1,028,628
3	8,096,300	Labour Management Services	2,400	8,093,900	8,002,682
	<u>21,250,800</u>	Total Operating	<u>223,700</u>	<u>21,027,100</u>	<u>20,640,052</u>
	-	Less: Special Warrants	(14,606,300)	14,606,300	-
	<u>21,250,800</u>	Amount to be Voted	<u>14,830,000</u>	<u>6,420,800</u>	<u>20,640,052</u>

- NOTES -

MINISTRY OF LABOUR

STANDARD ACCOUNTS CLASSIFICATION

OPERATING				
Labour Relations Board (1603-1)		\$	Labour Management Services (1603-3)	\$
Salaries and wages	7,845,900		Salaries and wages	5,481,700
Employee benefits	951,100		Employee benefits	684,500
Transportation and communication	739,000		Transportation and communication	650,400
Services	2,267,700		Services	1,268,000
Supplies and equipment	126,600		Supplies and equipment	111,700
	<u>11,930,300</u>			<u>8,196,300</u>
			Less: Recoveries	<u>100,000</u>
Public Service Appeal Boards (1603-2)				<u>8,096,300</u>
Salaries and wages	412,600		Total Operating for Labour Relations Program	<u><u>21,250,800</u></u>
Employee benefits	61,000			
Transportation and communication	175,100			
Services	1,521,300			
Supplies and equipment	25,000			
	<u>2,195,000</u>			
Less: Recoveries	<u>970,800</u>			
	<u>1,224,200</u>			

MINISTRY OF LABOUR

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 ensures compliance with the *Occupational Health and Safety Act* (the Act), and assists in securing a healthy and safe working environment. Through the administration and enforcement of the Act and its 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 with less than 100 employees (respectively), and represent them before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal.

VOTE and item	Accrual 2004-05 Estimates	VOTE AND ITEMS	Change from 2003-04	Accrual 2003-04 Estimates	Cash 2002-03 Actual
	\$		\$	\$	\$
1604		OCCUPATIONAL HEALTH AND SAFETY PROGRAM			
OPERATING					
1	62,731,700	Occupational Health and Safety	11,232,300	51,499,400	49,426,611
2	1,000	Workplace Safety and Insurance Advisory Program Administration	-	1,000	1,000
3	1,000	Office of Worker Adviser	-	1,000	-
4	1,000	Office of Employer Adviser	-	1,000	-
	<u>62,734,700</u>	Total Operating	<u>11,232,300</u>	<u>51,502,400</u>	<u>49,427,611</u>
	-	Less: Special Warrants	<u>(36,734,700)</u>	<u>36,734,700</u>	-
	<u>62,734,700</u>	Amount to be Voted	<u>47,967,000</u>	<u>14,767,700</u>	<u>49,427,611</u>

- NOTES -

MINISTRY OF LABOUR

STANDARD ACCOUNTS CLASSIFICATION

OPERATING					
Occupational Health and Safety (1604-1)		\$		Office of Worker Adviser (1604-3)	\$
Salaries and wages	39,653,800			Salaries and wages	5,815,000
Employee benefits	5,086,700			Employee benefits	1,219,300
Transportation and communication	3,616,500			Transportation and communication	350,000
Services	12,073,700			Services	1,403,600
Supplies and equipment	2,360,000			Supplies and equipment	110,000
Transfer payments	\$			Transfer payments	
Grants to Radiation Safety				Workplace Safety and Insurance Advisory	
Institute of Canada	40,000			Program Training Initiative	225,000
Grants to promote					<u>9,122,900</u>
improved health and safety				Less: Recoveries	9,121,900
practices	1,000				<u>1,000</u>
	<u>41,000</u>				
	62,831,700			Office of Employer Adviser (1604-4)	
Less: Recoveries	100,000			Salaries and wages	2,098,800
	<u>62,731,700</u>			Employee benefits	385,800
				Transportation and communication	200,000
Workplace Safety and Insurance Advisory				Services	356,100
Program Administration (1604-2)				Supplies and equipment	100,000
Salaries and wages	453,900				<u>3,140,700</u>
Employee benefits	71,000			Less: Recoveries	3,139,700
Transportation and communication	8,200				<u>1,000</u>
Services	5,600			Total Operating for Occupational Health and	
Supplies and equipment	10,400			Safety Program	<u><u>62,734,700</u></u>
	<u>549,100</u>				
Less: Recoveries	548,100				
	<u>1,000</u>				

MINISTRY OF LABOUR

EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM :

This Program is responsible for the administration and enforcement of the *Employment Standards Act, 2000* and its regulations. The Program ensures that Ontario workers are protected by minimum standards of employment covering wages and working conditions. It secures compliance with these standards through inspections, investigations and enforcement initiatives and encourages self-reliance through prevention efforts.

VOTE and item	Accrual 2004-05 Estimates	VOTE AND ITEMS	Change from 2003-04	Accrual 2003-04 Estimates	Cash 2002-03 Actual
	\$		\$	\$	\$
1605		EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM			
OPERATING					
1	23,437,100	Employment Standards	886,000	22,551,100	23,529,149
	23,437,100	Total Operating	886,000	22,551,100	23,529,149
	-	Less: Special Warrants	(15,780,300)	15,780,300	-
	<u>23,437,100</u>	Amount to be Voted	<u>16,666,300</u>	<u>6,770,800</u>	<u>23,529,149</u>

- NOTES -

MINISTRY OF LABOUR

STANDARD ACCOUNTS CLASSIFICATION

OPERATING

Employment Standards (1605-1)	\$
Salaries and wages	15,772,900
Employee benefits	1,884,900
Transportation and communication	786,700
Services	4,738,100
Supplies and equipment	352,500
Transfer payments	
Grants to promote improved employment practices	2,000
	<u>23,537,100</u>
Less: Recoveries	100,000
	<u>23,437,100</u>
Total Operating for Employment Rights and Responsibilities Program	<u><u>23,437,100</u></u>

MINISTRY OF LABOUR

ECONOMICS AND BUSINESS INFORMATION TECHNOLOGY CLUSTER 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; Economic Development and Trade; Energy; 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	Accrual 2004-05 Estimates	VOTE AND ITEMS	Change from 2003-04	Accrual 2003-04 Estimates	Cash 2002-03 Actual
	\$		\$	\$	\$
1606		ECONOMICS AND BUSINESS INFORMATION TECHNOLOGY CLUSTER PROGRAM			
OPERATING					
1	306,200	Economics and Business Information Technology Cluster	(11,900)	318,100	41,686
	306,200	Total Operating	(11,900)	318,100	41,686
	306,200	Amount to be Voted	(11,900)	318,100	41,686

- NOTES -

MINISTRY OF LABOUR

STANDARD ACCOUNTS CLASSIFICATION

OPERATING

Economics and Business Information Technology Cluster (1606-1)		\$
Salaries and wages	8,748,200	
Employee benefits	1,050,100	
Transportation and communication	552,600	
Services	22,644,300	
Supplies and equipment	1,552,700	
	<u>34,547,900</u>	
Less: Recoveries	<u>34,241,700</u>	
	306,200	
Total Operating for Economics and Business Information Technology Cluster Program	<u>306,200</u>	

