

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.

2005-06 Estimates	PROGRAMS	Change from 2004-05	2004-05 Estimates	2003-04 Actual
\$		\$	\$	\$
OPERATING				
21,034,346	Ministry Administration Program	(140,500)	21,174,846	19,033,807
3,985,000	Pay Equity Commission Program	(409,700)	4,394,700	4,343,119
21,339,500	Labour Relations Program	88,700	21,250,800	20,000,093
75,102,100	Occupational Health and Safety Program	12,367,400	62,734,700	51,378,802
24,041,900	Employment Rights and Responsibilities Program	604,800	23,437,100	22,420,328
298,400	Economics and Business Information and Information Technology Cluster Program	(7,800)	306,200	244,372
145,801,246	Ministry Total Operating	12,502,900	133,298,346	117,420,521
48,246	Less: Statutory Appropriations	-	48,246	48,246
145,753,000	< TOTAL OPERATING TO BE VOTED	12,502,900	133,250,100	117,372,275
145,801,246	Ministry Total Operating	12,502,900	133,298,346	117,420,521
145,801,246	TOTAL INCLUDING CONSOLIDATION AND OTHER ADJUSTMENTS	12,502,900	133,298,346	117,420,521

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

VOTE and item	2005-06 Estimates	VOTE AND ITEMS	Change from 2004-05	2004-05 Estimates	2003-04 Actual
	\$		\$	\$	\$
1601		MINISTRY ADMINISTRATION PROGRAM			
OPERATING					
1	20,986,100	Ministry Administration	(140,500)	21,126,600	18,985,561
S	36,057	Minister's Salary, the <i>Executive Council Act</i> ..	-	36,057	36,057
S	12,189	Parliamentary Assistant's Salary, the <i>Executive Council Act</i>	-	12,189	12,189
	<u>21,034,346</u>	Total Operating	<u>(140,500)</u>	<u>21,174,846</u>	<u>19,033,807</u>
	48,246	Less: Statutory Appropriations	-	48,246	48,246
	<u>20,986,100</u>	Amount to be Voted	<u>(140,500)</u>	<u>21,126,600</u>	<u>18,985,561</u>

- NOTES -

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PAY EQUITY COMMISSION PROGRAM :

The Pay Equity Office is responsible for administering and enforcing Ontario's *Pay Equity Act* which is intended to eliminate systemic gender discrimination in the compensation of work primarily performed by women. The mandate of the Office is to assist employers, employees and bargaining agents in the public and private sectors to achieve and maintain pay equity in their workplaces. To carry out this mandate, the Pay Equity Office provides education, advice, monitoring, investigation 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*.

VOTE and item	2005-06 Estimates	VOTE AND ITEMS	Change from 2004-05	2004-05 Estimates	2003-04 Actual
	\$		\$	\$	\$
1602		PAY EQUITY COMMISSION PROGRAM			
OPERATING					
1	3,376,300	Pay Equity Office	39,300	3,337,000	3,572,812
2	608,700	Pay Equity Hearings Tribunal	(449,000)	1,057,700	770,307
	<u>3,985,000</u>	Total Operating	<u>(409,700)</u>	<u>4,394,700</u>	<u>4,343,119</u>
	<u>3,985,000</u>	Amount to be Voted	<u>(409,700)</u>	<u>4,394,700</u>	<u>4,343,119</u>

- NOTES -

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING			
Pay Equity Office (1602-1)	\$	Pay Equity Hearings Tribunal (1602-2)	\$
Salaries and wages	2,498,000	Salaries and wages	420,000
Employee benefits	301,200	Employee benefits	54,600
Transportation and communication	176,000	Transportation and communication	26,000
Services	381,000	Services	102,100
Supplies and equipment	20,100	Supplies and equipment	6,000
	<u>3,376,300</u>		<u>608,700</u>
		Total Operating for Pay Equity Commission Program	<u><u>3,985,000</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 is an independent, quasi-judicial tribunal which mediates and adjudicates a variety of employment and labour relations-related matters under various Ontario statutes. The Ontario Labour Relations Board 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 Ontario Labour Relations Board 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 Public Service Appeal Boards, comprised of two statutory tribunals, the Crown Employees Grievance Settlement Board and Public Service Grievance Board, are also independent quasi-judicial tribunals that oversee the labour relations of Ontario Crown employees.

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	2005-06 Estimates	VOTE AND ITEMS	Change from 2004-05	2004-05 Estimates	2003-04 Actual
	\$		\$	\$	\$
1603		LABOUR RELATIONS PROGRAM			
OPERATING					
1	12,053,900	Labour Relations Board	123,600	11,930,300	11,510,447
2	1,196,400	Public Service Appeal Boards	(27,800)	1,224,200	1,008,118
3	8,089,200	Labour Management Services	(7,100)	8,096,300	7,481,528
	<u>21,339,500</u>	Total Operating	<u>88,700</u>	<u>21,250,800</u>	<u>20,000,093</u>
	<u>21,339,500</u>	Amount to be Voted	<u>88,700</u>	<u>21,250,800</u>	<u>20,000,093</u>

- NOTES -

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING				
Labour Relations Board (1603-1)		\$	Labour Management Services (1603-3)	\$
Salaries and wages	7,971,800		Salaries and wages	5,476,500
Employee benefits	950,200		Employee benefits	683,800
Transportation and communication	737,600		Transportation and communication	630,700
Services	2,267,700		Services	1,308,200
Supplies and equipment	126,600		Supplies and equipment	90,000
	<u>12,053,900</u>			<u>8,189,200</u>
			Less: Recoveries	<u>100,000</u>
Public Service Appeal Boards (1603-2)				<u>8,089,200</u>
Salaries and wages	412,300		Total Operating for Labour Relations Program	<u><u>21,339,500</u></u>
Employee benefits	60,900			
Transportation and communication	171,100			
Services	1,486,100			
Supplies and equipment	24,600			
	<u>2,155,000</u>			
Less: Recoveries	<u>958,600</u>			
	<u>1,196,400</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 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 survivors, 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	2005-06 Estimates	VOTE AND ITEMS	Change from 2004-05	2004-05 Estimates	2003-04 Actual
	\$		\$	\$	\$
1604		OCCUPATIONAL HEALTH AND SAFETY PROGRAM			
OPERATING					
1	75,099,100	Occupational Health and Safety	12,367,400	62,731,700	51,378,802
2	1,000	Workplace Safety and Insurance Advisory Program Administration	-	1,000	-
3	1,000	Office of Worker Adviser	-	1,000	-
4	1,000	Office of Employer Adviser	-	1,000	-
	<u>75,102,100</u>	Total Operating	<u>12,367,400</u>	<u>62,734,700</u>	<u>51,378,802</u>
	<u>75,102,100</u>	Amount to be Voted	<u>12,367,400</u>	<u>62,734,700</u>	<u>51,378,802</u>

- NOTES -

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING					
Occupational Health and Safety (1604-1)		\$		Office of Worker Adviser (1604-3)	\$
Salaries and wages	46,475,500			Salaries and wages	5,992,200
Employee benefits	6,291,900			Employee benefits	1,242,400
Transportation and communication	3,565,200			Transportation and communication	380,000
Services	16,009,100			Services	1,383,600
Supplies and equipment	3,066,400			Supplies and equipment	100,000
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>9,323,200</u>
improved health and safety				Less: Recoveries	9,322,200
practices	1,000				<u>1,000</u>
	<u>41,000</u>				
	75,449,100			Office of Employer Adviser (1604-4)	
Less: Recoveries	350,000			Salaries and wages	2,165,000
	<u>75,099,100</u>			Employee benefits	394,500
				Transportation and communication	132,500
Workplace Safety and Insurance Advisory				Services	416,100
Program Administration (1604-2)				Supplies and equipment	107,500
Salaries and wages	472,300				<u>3,215,600</u>
Employee benefits	73,400			Less: Recoveries	3,214,600
Transportation and communication	8,200				<u>1,000</u>
Services	5,600				
Supplies and equipment	10,400			Total Operating for Occupational Health and	75,102,100
	<u>569,900</u>			Safety Program	<u><u>75,102,100</u></u>
Less: Recoveries	568,900				
	<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 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	2005-06 Estimates	VOTE AND ITEMS	Change from 2004-05	2004-05 Estimates	2003-04 Actual
	\$		\$	\$	\$
1605		EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM			
OPERATING					
1	24,041,900	Employment Standards	604,800	23,437,100	22,420,328
	<u>24,041,900</u>	Total Operating	<u>604,800</u>	<u>23,437,100</u>	<u>22,420,328</u>
	<u>24,041,900</u>	Amount to be Voted	<u>604,800</u>	<u>23,437,100</u>	<u>22,420,328</u>

- NOTES -

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING	
Employment Standards (1605-1)	\$
Salaries and wages	16,002,900
Employee benefits	1,897,200
Transportation and communication	1,076,900
Services	4,725,900
Supplies and equipment	437,000
Transfer payments	
Grants to promote improved employment practices	2,000
	<u>24,141,900</u>
Less: Recoveries	100,000
	<u>24,041,900</u>
Total Operating for Employment Rights and Responsibilities Program	<u><u>24,041,900</u></u>

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ECONOMICS AND BUSINESS INFORMATION AND INFORMATION TECHNOLOGY CLUSTER PROGRAM :

The Economics and Business Information and Information Technology Cluster Program is responsible for the provision of information 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	2005-06 Estimates	VOTE AND ITEMS	Change from 2004-05	2004-05 Estimates	2003-04 Actual
	\$		\$	\$	\$
1606		ECONOMICS AND BUSINESS INFORMATION AND INFORMATION TECHNOLOGY CLUSTER PROGRAM			
OPERATING					
1	298,400	Economics and Business Information and Information Technology Cluster	(7,800)	306,200	244,372
	298,400	Total Operating	(7,800)	306,200	244,372
	298,400	Amount to be Voted	(7,800)	306,200	244,372

- NOTES -

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STANDARD ACCOUNTS CLASSIFICATION

OPERATING

Economics and Business Information and Information Technology Cluster (1606-1)	\$
Salaries and wages	10,269,700
Employee benefits	1,235,400
Transportation and communication	552,500
Services	21,262,900
Supplies and equipment	1,552,600
	<u>34,873,100</u>
Less: Recoveries	34,574,700
	<u>298,400</u>
Total Operating for Economics and Business Information and Information Technology Cluster Program	<u>298,400</u>

