

## MINISTRY OF LABOUR

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.

### MINISTRY PROGRAM SUMMARY

(\$)

VOTE PROGRAM	Estimates 2007-08	Estimates 2006-07	Difference Between 2007-08 and 2006-07	Actual 2005-06
<b>OPERATING EXPENSE</b>				
1601 Ministry Administration Program	22,352,700	20,693,200	1,659,500	20,153,809
1602 Pay Equity Commission Program	4,040,200	3,960,900	79,300	3,436,537
1603 Labour Relations Program	21,694,900	21,270,800	424,100	20,543,458
1604 Occupational Health and Safety Program	84,911,800	80,649,800	4,262,000	72,208,050
1605 Employment Rights and Responsibilities Program	27,589,800	23,730,500	3,859,300	24,027,843
- Economics and Business Information and Information Technology Cluster Program	-	-	-	124,826
Less: Special Warrants	54,037,200	-	54,037,200	-
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>	<b>106,552,200</b>	<b>150,305,200</b>	<b>(43,753,000)</b>	<b>140,494,523</b>
Special Warrants	54,037,200	-	54,037,200	-
Statutory Appropriations	63,699	50,244	13,455	48,307
Ministry Total Operating Expense	160,653,099	150,355,444	10,297,655	140,542,830
<b>Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)</b>	<b>160,653,099</b>	<b>150,355,444</b>	<b>10,297,655</b>	<b>140,542,830</b>

## MINISTRY ADMINISTRATION PROGRAM - VOTE 1601

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 SUMMARY

(\$)

ITEM #	ITEM	Estimates 2007-08	Estimates 2006-07	Difference Between 2007-08 and 2006-07	Actual 2005-06
<b>OPERATING EXPENSE</b>					
1	Ministry Administration	22,352,700	20,693,200	1,659,500	20,153,809
	Total Including Special Warrants	22,352,700	20,693,200	1,659,500	20,153,809
	Less: Special Warrants	8,424,900	-	8,424,900	-
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>		<b>13,927,800</b>	<b>20,693,200</b>	<b>(6,765,400)</b>	<b>20,153,809</b>
	Special Warrants	8,424,900	-	8,424,900	-
S	Minister's Salary, the <i>Executive Council Act</i>	46,858	37,550	9,308	35,211
S	Parliamentary Assistant's Salary, the <i>Executive Council Act</i>	15,841	12,694	3,147	12,421
S	Bad Debt Expense, the <i>Financial Administration Act</i>	1,000	-	1,000	675
	Total Statutory Appropriations	63,699	50,244	13,455	48,307
<b>Total Operating Expense</b>		<b>22,416,399</b>	<b>20,743,444</b>	<b>1,672,955</b>	<b>20,202,116</b>

## MINISTRY ADMINISTRATION PROGRAM - VOTE 1601, cont'd

## STANDARD ACCOUNTS CLASSIFICATION

(\$)

VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
	<b>OPERATING EXPENSE</b>		
1601-1	Ministry Administration		
	Salaries and wages		7,871,000
	Employee benefits		955,700
	Transportation and communication		433,100
	Services		12,797,800
	Supplies and equipment		295,100
	<b>Total Operating Expense</b>		<b>22,352,700</b>
	<i>Sub-Items:</i>		
	<i>Main Office</i>		
	Salaries and wages	2,302,300	
	Employee benefits	277,100	
	Transportation and communication	127,700	
	Services	1,530,400	
	Supplies and equipment	82,600	4,320,100
	<i>Financial and Administrative Services</i>		
	Salaries and wages	1,803,600	
	Employee benefits	218,400	
	Transportation and communication	38,100	
	Services	477,600	
	Supplies and equipment	37,100	2,574,800
	<i>Human Resources</i>		
	Salaries and wages	1,562,500	
	Employee benefits	185,500	
	Transportation and communication	36,300	
	Services	198,100	
	Supplies and equipment	26,800	2,009,200
	<i>Communications Services</i>		
	Salaries and wages	2,040,900	
	Employee benefits	254,800	
	Transportation and communication	41,100	
	Services	304,900	
	Supplies and equipment	65,600	2,707,300

## MINISTRY ADMINISTRATION PROGRAM - VOTE 1601, cont'd

## STANDARD ACCOUNTS CLASSIFICATION, cont'd

(\$)

VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
<b>OPERATING EXPENSE</b>			
	<i>Legal Services</i>		
	Salaries and wages	161,700	
	Employee benefits	19,900	
	Transportation and communication	189,900	
	Services	6,893,700	
	Supplies and equipment	83,000	7,348,200
	<i>Audit Services</i>		
	Services	252,100	252,100
	<i>Information Systems</i>		
	Services	3,141,000	3,141,000
	<b>Total Operating Expense</b>		<b>22,352,700</b>
<b>Statutory Appropriations</b>			
S	Minister's Salary, the <i>Executive Council Act</i>		46,858
S	Parliamentary Assistant's Salary, the <i>Executive Council Act</i>		15,841
	Other transactions		
S	Bad Debt Expense, the <i>Financial Administration Act</i>		1,000
	<b>Total Operating Expense for Ministry Administration Program</b>		<b>22,416,399</b>

**PAY EQUITY COMMISSION PROGRAM - VOTE 1602**

The mandate of the Pay Equity Office (PEO) is to administer and enforce Ontario's *Pay Equity Act*, which is intended to eliminate systemic gender discrimination in the compensation of work primarily performed by women. To carry out this mandate, the PEO provides education and advice to employers, employees and bargaining agents in the public and private sectors to achieve and maintain pay equity in their workplaces. The PEO also investigates complaints, monitors workplaces for compliance, attempts to effect settlements of issues between the parties and issues Orders for compliance where necessary.

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

**VOTE SUMMARY**

(\$)

<b>ITEM #</b>	<b>ITEM</b>	<b>Estimates 2007-08</b>	<b>Estimates 2006-07</b>	<b>Difference Between 2007-08 and 2006-07</b>	<b>Actual 2005-06</b>
<b>OPERATING EXPENSE</b>					
1	Pay Equity Office	3,422,700	3,359,200	63,500	2,952,267
2	Pay Equity Hearings Tribunal	617,500	601,700	15,800	484,270
	Total Including Special Warrants	4,040,200	3,960,900	79,300	3,436,537
	Less: Special Warrants	1,384,700	-	1,384,700	-
	<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>	<b>2,655,500</b>	<b>3,960,900</b>	<b>(1,305,400)</b>	<b>3,436,537</b>
	Special Warrants	1,384,700	-	1,384,700	-
	<b>Total Operating Expense</b>	<b>4,040,200</b>	<b>3,960,900</b>	<b>79,300</b>	<b>3,436,537</b>

## PAY EQUITY COMMISSION PROGRAM - VOTE 1602, cont'd

## STANDARD ACCOUNTS CLASSIFICATION

(\$)

VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
	<b>OPERATING EXPENSE</b>	
1602-1	Pay Equity Office	
	Salaries and wages	2,555,600
	Employee benefits	322,800
	Transportation and communication	171,000
	Services	353,800
	Supplies and equipment	19,500
	<b>Total Operating Expense</b>	<b>3,422,700</b>
1602-2	Pay Equity Hearings Tribunal	
	Salaries and wages	439,500
	Employee benefits	57,000
	Transportation and communication	23,800
	Services	91,200
	Supplies and equipment	6,000
	<b>Total Operating Expense</b>	<b>617,500</b>
	<b>Total Operating Expense for Pay Equity Commission Program</b>	<b>4,040,200</b>

**LABOUR RELATIONS PROGRAM - VOTE 1603**

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 including appeals of decisions of employment standards officers and occupational health and safety inspectors.

The Crown Employees Grievance Settlement Board (GSB) is an independent quasi-judicial tribunal that mediates and adjudicates the labour relations disputes of Ontario Crown Employees. The GSB also provides financial and administrative services to the Public Service Grievance Board, an agency of the Ministry of Government Services.

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

**VOTE SUMMARY**

(\$)

<b>ITEM #</b>	<b>ITEM</b>	<b>Estimates 2007-08</b>	<b>Estimates 2006-07</b>	<b>Difference Between 2007-08 and 2006-07</b>	<b>Actual 2005-06</b>
<b>OPERATING EXPENSE</b>					
1	Ontario Labour Relations Board	12,314,700	12,092,000	222,700	11,689,709
2	Grievance Settlement Board	1,291,500	1,155,900	135,600	1,058,525
3	Labour Management Services	8,088,700	8,022,900	65,800	7,795,224
	Total Including Special Warrants	21,694,900	21,270,800	424,100	20,543,458
	Less: Special Warrants	6,610,000	-	6,610,000	-
	<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>	<b>15,084,900</b>	<b>21,270,800</b>	<b>(6,185,900)</b>	<b>20,543,458</b>
	Special Warrants	6,610,000	-	6,610,000	-
	<b>Total Operating Expense</b>	<b>21,694,900</b>	<b>21,270,800</b>	<b>424,100</b>	<b>20,543,458</b>

## LABOUR RELATIONS PROGRAM - VOTE 1603, cont'd

## STANDARD ACCOUNTS CLASSIFICATION

(\$)

VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
	<b>OPERATING EXPENSE</b>	
1603-1	Ontario Labour Relations Board	
	Salaries and wages	8,268,700
	Employee benefits	999,200
	Transportation and communication	693,500
	Services	2,232,500
	Supplies and equipment	120,800
	<b>Total Operating Expense</b>	<b>12,314,700</b>
1603-2	Grievance Settlement Board	
	Salaries and wages	419,300
	Employee benefits	62,500
	Transportation and communication	176,400
	Services	1,782,000
	Supplies and equipment	23,200
	Subtotal	2,463,400
	Less: Recoveries	1,171,900
	<b>Total Operating Expense</b>	<b>1,291,500</b>
1603-3	Labour Management Services	
	Salaries and wages	5,622,600
	Employee benefits	705,100
	Transportation and communication	571,700
	Services	1,200,000
	Supplies and equipment	89,300
	Subtotal	8,188,700
	Less: Recoveries	100,000
	<b>Total Operating Expense</b>	<b>8,088,700</b>
	<b>Total Operating Expense for Labour Relations Program</b>	<b>21,694,900</b>



**OCCUPATIONAL HEALTH AND SAFETY PROGRAM - VOTE 1604**

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 workplace parties 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, representation and educational services to non-unionized injured workers and survivors, and smaller employers with fewer than 100 employees (respectively), and represent them before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal.

**VOTE SUMMARY**

(\$)

ITEM #	ITEM	Estimates 2007-08	Estimates 2006-07	Difference Between 2007-08 and 2006-07	Actual 2005-06
<b>OPERATING EXPENSE</b>					
1	Occupational Health and Safety	84,908,800	80,646,800	4,262,000	72,208,050
2	Workplace Safety and Insurance Advisory Program Administration	1,000	1,000	-	-
3	Office of the Worker Adviser	1,000	1,000	-	-
4	Office of the Employer Adviser	1,000	1,000	-	-
Total Including Special Warrants		84,911,800	80,649,800	4,262,000	72,208,050
Less: Special Warrants		26,942,900	-	26,942,900	-
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>		<b>57,968,900</b>	<b>80,649,800</b>	<b>(22,680,900)</b>	<b>72,208,050</b>
Special Warrants		26,942,900	-	26,942,900	-
<b>Total Operating Expense</b>		<b>84,911,800</b>	<b>80,649,800</b>	<b>4,262,000</b>	<b>72,208,050</b>

## OCCUPATIONAL HEALTH AND SAFETY PROGRAM - VOTE 1604, cont'd

## STANDARD ACCOUNTS CLASSIFICATION

(\$)

VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
	<b>OPERATING EXPENSE</b>		
1604-1	Occupational Health and Safety		
	Salaries and wages		55,277,700
	Employee benefits		7,349,700
	Transportation and communication		4,582,300
	Services		15,282,200
	Supplies and equipment		2,725,900
	Transfer payments		
	Grants to Radiation Safety Institute of Canada	40,000	
	Grants to promote improved health and safety practices	1,000	41,000
	Subtotal		85,258,800
	Less: Recoveries		350,000
	<b>Total Operating Expense</b>		<b>84,908,800</b>
1604-2	Workplace Safety and Insurance Advisory Program Administration		
	Salaries and wages		491,500
	Employee benefits		75,900
	Transportation and communication		8,200
	Services		5,600
	Supplies and equipment		10,400
	Subtotal		591,600
	Less: Recoveries		590,600
	<b>Total Operating Expense to be Voted</b>		<b>1,000</b>

## OCCUPATIONAL HEALTH AND SAFETY PROGRAM - VOTE 1604, cont'd

## STANDARD ACCOUNTS CLASSIFICATION, cont'd

(\$)

VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
<b>OPERATING EXPENSE</b>		
1604-3	Office of the Worker Adviser	
	Salaries and wages	6,641,000
	Employee benefits	1,387,700
	Transportation and communication	356,400
	Services	2,798,100
	Supplies and equipment	93,600
	Transfer payments	
	Workplace Safety and Insurance Advisory Program Training Initiative	225,000
	Subtotal	11,501,800
	Less: Recoveries	11,500,800
	<b>Total Operating Expense to be Voted</b>	<b>1,000</b>
1604-4	Office of the Employer Adviser	
	Salaries and wages	2,322,500
	Employee benefits	429,400
	Transportation and communication	130,000
	Services	398,600
	Supplies and equipment	103,900
	Subtotal	3,384,400
	Less: Recoveries	3,383,400
	<b>Total Operating Expense to be Voted</b>	<b>1,000</b>
	<b>Total Operating Expense for Occupational Health and Safety Program</b>	<b>84,911,800</b>

**EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM - VOTE 1605**

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 SUMMARY**  
(**\$**)

ITEM #	ITEM	Estimates 2007-08	Estimates 2006-07	Difference Between 2007-08 and 2006-07	Actual 2005-06
<b>OPERATING EXPENSE</b>					
1	Employment Standards	27,589,800	23,730,500	3,859,300	24,027,843
	Total Including Special Warrants	27,589,800	23,730,500	3,859,300	24,027,843
	Less: Special Warrants	10,674,700	-	10,674,700	-
	<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>	<b>16,915,100</b>	<b>23,730,500</b>	<b>(6,815,400)</b>	<b>24,027,843</b>
	Special Warrants	10,674,700	-	10,674,700	-
	<b>Total Operating Expense</b>	<b>27,589,800</b>	<b>23,730,500</b>	<b>3,859,300</b>	<b>24,027,843</b>

## EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM - VOTE 1605, cont'd

## STANDARD ACCOUNTS CLASSIFICATION

(\$)

VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
	<b>OPERATING EXPENSE</b>	
1605-1	Employment Standards	
	Salaries and wages	17,014,600
	Employee benefits	2,086,700
	Transportation and communication	1,022,100
	Services	7,183,400
	Supplies and equipment	381,000
	Transfer payments	
	Grants to promote improved employment practices	2,000
	Subtotal	27,689,800
	Less: Recoveries	100,000
	<b>Total Operating Expense</b>	<b>27,589,800</b>
	<b>Total Operating Expense for Employment Rights and Responsibilities Program</b>	<b>27,589,800</b>