

## 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

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VOTE PROGRAM	Estimates 2008-09	Estimates 2007-08	Difference Between 2008-09 and 2007-08	Actual 2006-07
<b>OPERATING EXPENSE</b>				
1601 Ministry Administration Program	24,585,900	22,352,700	2,233,200	18,708,863
1602 Pay Equity Commission Program	4,476,700	4,040,200	436,500	3,814,177
1603 Labour Relations Program	23,389,400	21,694,900	1,694,500	20,675,701
1604 Occupational Health and Safety Program	89,651,300	84,911,800	4,739,500	78,692,911
1605 Employment Rights and Responsibilities Program	27,997,300	27,589,800	407,500	23,541,204
Less: Special Warrants	-	54,037,200	(54,037,200)	-
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>	<b>170,100,600</b>	<b>106,552,200</b>	<b>63,548,400</b>	<b>145,432,856</b>
Special Warrants	-	54,037,200	(54,037,200)	-
Statutory Appropriations	65,014	63,699	1,315	66,813
Ministry Total Operating Expense	170,165,614	160,653,099	9,512,515	145,499,669
Operating Expense Adjustment	-	-	-	320,048
<b>Total Including Consolidation &amp; Other Adjustments</b>	<b>170,165,614</b>	<b>160,653,099</b>	<b>9,512,515</b>	<b>145,819,717</b>
<b>Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)</b>	<b>170,165,614</b>	<b>160,653,099</b>	<b>9,512,515</b>	<b>145,819,717</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

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ITEM #	ITEM	Estimates 2008-09	Estimates 2007-08	Difference Between 2008-09 and 2007-08	Actual 2006-07
<b>OPERATING EXPENSE</b>					
1	Ministry Administration	24,585,900	22,352,700	2,233,200	18,708,863
	Total Including Special Warrants	24,585,900	22,352,700	2,233,200	18,708,863
	Less: Special Warrants	-	8,424,900	(8,424,900)	-
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>		<b>24,585,900</b>	<b>13,927,800</b>	<b>10,658,100</b>	<b>18,708,863</b>
	Special Warrants	-	8,424,900	(8,424,900)	-
S	Minister's Salary, the <i>Executive Council Act</i>	47,841	46,858	983	40,152
S	Parliamentary Assistant's Salary, the <i>Executive Council Act</i>	16,173	15,841	332	13,574
S	Bad Debt Expense, the <i>Financial Administration Act</i>	1,000	1,000	-	13,087
	Total Statutory Appropriations	65,014	63,699	1,315	66,813
<b>Total Operating Expense</b>		<b>24,650,914</b>	<b>22,416,399</b>	<b>2,234,515</b>	<b>18,775,676</b>

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

## STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
	<b>OPERATING EXPENSE</b>		
1601-1	Ministry Administration		
	Salaries and wages		9,717,800
	Employee benefits		1,000,300
	Transportation and communication		822,000
	Services		12,581,900
	Supplies and equipment		463,900
	<b>Total Operating Expense to be Voted</b>		<b>24,585,900</b>
	<i>Sub-Items:</i>		
	<i>Main Office</i>		
	Salaries and wages	4,083,000	
	Employee benefits	299,100	
	Transportation and communication	93,500	
	Services	1,146,900	
	Supplies and equipment	60,700	5,683,200
	<i>Financial and Administrative Services</i>		
	Salaries and wages	2,034,100	
	Employee benefits	249,400	
	Transportation and communication	72,300	
	Services	874,600	
	Supplies and equipment	59,000	3,289,400
	<i>Human Resources</i>		
	Salaries and wages	875,400	
	Employee benefits	118,200	
	Transportation and communication	25,100	
	Services	161,900	
	Supplies and equipment	18,600	1,199,200
	<i>Communications Services</i>		
	Salaries and wages	2,562,500	
	Employee benefits	313,500	
	Transportation and communication	41,100	
	Services	315,000	
	Supplies and equipment	65,600	3,297,700

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

## STANDARD ACCOUNTS CLASSIFICATION, cont'd

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
<b>OPERATING EXPENSE</b>			
	<i>Legal Services</i>		
	Salaries and wages	162,800	
	Employee benefits	20,100	
	Transportation and communication	590,000	
	Services	6,815,200	
	Supplies and equipment	260,000	7,848,100
	<i>Audit Services</i>		
	Services	252,100	252,100
	<i>Information Systems</i>		
	Services	3,016,200	3,016,200
	<b>Total Operating Expense to be Voted</b>		<b>24,585,900</b>
<b>Statutory Appropriations</b>			
S	Minister's Salary, the <i>Executive Council Act</i>		47,841
S	Parliamentary Assistant's Salary, the <i>Executive Council Act</i>		16,173
	Other transactions		
S	Bad Debt Expense, the <i>Financial Administration Act</i>		1,000
	<b>Total Operating Expense for Ministry Administration Program</b>		<b>24,650,914</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**

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<b>ITEM #</b>	<b>ITEM</b>	<b>Estimates 2008-09</b>	<b>Estimates 2007-08</b>	<b>Difference Between 2008-09 and 2007-08</b>	<b>Actual 2006-07</b>
<b>OPERATING EXPENSE</b>					
1	Pay Equity Office	3,662,600	3,422,700	239,900	3,257,225
2	Pay Equity Hearings Tribunal	814,100	617,500	196,600	556,952
	Total Including Special Warrants	4,476,700	4,040,200	436,500	3,814,177
	Less: Special Warrants	-	1,384,700	(1,384,700)	-
	<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>	<b>4,476,700</b>	<b>2,655,500</b>	<b>1,821,200</b>	<b>3,814,177</b>
	Special Warrants	-	1,384,700	(1,384,700)	-
	<b>Total Operating Expense</b>	<b>4,476,700</b>	<b>4,040,200</b>	<b>436,500</b>	<b>3,814,177</b>

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

## STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
	<b>OPERATING EXPENSE</b>	
1602-1	Pay Equity Office	
	Salaries and wages	2,740,900
	Employee benefits	341,300
	Transportation and communication	171,000
	Services	389,900
	Supplies and equipment	19,500
	<b>Total Operating Expense to be Voted</b>	<b>3,662,600</b>
1602-2	Pay Equity Hearings Tribunal	
	Salaries and wages	615,000
	Employee benefits	78,100
	Transportation and communication	23,800
	Services	91,200
	Supplies and equipment	6,000
	<b>Total Operating Expense to be Voted</b>	<b>814,100</b>
	<b>Total Operating Expense for Pay Equity Commission Program</b>	<b>4,476,700</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 and Consumer Services.

Dispute Resolution 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**

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<b>ITEM #</b>	<b>ITEM</b>	<b>Estimates 2008-09</b>	<b>Estimates 2007-08</b>	<b>Difference Between 2008-09 and 2007-08</b>	<b>Actual 2006-07</b>
<b>OPERATING EXPENSE</b>					
1	Ontario Labour Relations Board	13,385,200	12,314,700	1,070,500	11,828,669
2	Grievance Settlement Board	1,336,900	1,291,500	45,400	1,237,645
3	Dispute Resolution Services	8,667,300	8,088,700	578,600	7,609,387
	Total Including Special Warrants	23,389,400	21,694,900	1,694,500	20,675,701
	Less: Special Warrants	-	6,610,000	(6,610,000)	-
	<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>	<b>23,389,400</b>	<b>15,084,900</b>	<b>8,304,500</b>	<b>20,675,701</b>
	Special Warrants	-	6,610,000	(6,610,000)	-
	<b>Total Operating Expense</b>	<b>23,389,400</b>	<b>21,694,900</b>	<b>1,694,500</b>	<b>20,675,701</b>

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

## STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
	<b>OPERATING EXPENSE</b>	
1603-1	Ontario Labour Relations Board	
	Salaries and wages	8,861,400
	Employee benefits	1,058,300
	Transportation and communication	693,500
	Services	2,651,200
	Supplies and equipment	120,800
	<b>Total Operating Expense to be Voted</b>	<b>13,385,200</b>
1603-2	Grievance Settlement Board	
	Salaries and wages	426,800
	Employee benefits	63,500
	Transportation and communication	176,400
	Services	1,996,100
	Supplies and equipment	23,200
	Subtotal	2,686,000
	Less: Recoveries	1,349,100
	<b>Total Operating Expense to be Voted</b>	<b>1,336,900</b>
1603-3	Dispute Resolution Services	
	Salaries and wages	6,105,300
	Employee benefits	745,400
	Transportation and communication	582,100
	Services	1,255,600
	Supplies and equipment	78,900
	Subtotal	8,767,300
	Less: Recoveries	100,000
	<b>Total Operating Expense to be Voted</b>	<b>8,667,300</b>
	<b>Total Operating Expense for Labour Relations Program</b>	<b>23,389,400</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 legislation 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**

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ITEM #	ITEM	Estimates 2008-09	Estimates 2007-08	Difference Between 2008-09 and 2007-08	Actual 2006-07
<b>OPERATING EXPENSE</b>					
1	Occupational Health and Safety	89,648,300	84,908,800	4,739,500	78,692,911
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		89,651,300	84,911,800	4,739,500	78,692,911
Less: Special Warrants		-	26,942,900	(26,942,900)	-
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>		<b>89,651,300</b>	<b>57,968,900</b>	<b>31,682,400</b>	<b>78,692,911</b>
Special Warrants		-	26,942,900	(26,942,900)	-
<b>Total Operating Expense</b>		<b>89,651,300</b>	<b>84,911,800</b>	<b>4,739,500</b>	<b>78,692,911</b>

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

## STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS		
<b>OPERATING EXPENSE</b>			
1604-1	Occupational Health and Safety		
	Salaries and wages		58,846,800
	Employee benefits		7,531,500
	Transportation and communication		4,968,400
	Services		15,707,100
	Supplies and equipment		2,903,500
	Transfer payments		
	Grants to Radiation Safety Institute of Canada	40,000	
	Grants to promote improved health and safety practices	1,000	41,000
	Subtotal		89,998,300
	Less: Recoveries		350,000
	<b>Total Operating Expense to be Voted</b>		<b>89,648,300</b>
1604-2	Workplace Safety and Insurance Advisory Program Administration		
	Salaries and wages		506,200
	Employee benefits		75,900
	Transportation and communication		8,200
	Services		5,600
	Supplies and equipment		10,400
	Subtotal		606,300
	Less: Recoveries		605,300
	<b>Total Operating Expense to be Voted</b>		<b>1,000</b>
1604-3	Office of the Worker Adviser		
	Salaries and wages		7,317,800
	Employee benefits		1,523,200
	Transportation and communication		392,400
	Services		1,498,200
	Supplies and equipment		127,300
	Transfer payments		
	Workplace Safety and Insurance Advisory Program Training Initiative		225,000
	Subtotal		11,083,900
	Less: Recoveries		11,082,900
	<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

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
<b>OPERATING EXPENSE</b>		
1604-4	Office of the Employer Adviser	
	Salaries and wages	2,510,700
	Employee benefits	577,500
	Transportation and communication	130,000
	Services	398,600
	Supplies and equipment	103,900
	Subtotal	3,720,700
	Less: Recoveries	3,719,700
	<b>Total Operating Expense to be Voted</b>	<b>1,000</b>
	<b>Total Operating Expense for Occupational Health and Safety Program</b>	<b>89,651,300</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**  
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ITEM #	ITEM	Estimates 2008-09	Estimates 2007-08	Difference Between 2008-09 and 2007-08	Actual 2006-07
<b>OPERATING EXPENSE</b>					
1	Employment Standards	27,997,300	27,589,800	407,500	23,541,204
	Total Including Special Warrants	27,997,300	27,589,800	407,500	23,541,204
	Less: Special Warrants	-	10,674,700	(10,674,700)	-
	<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>	<b>27,997,300</b>	<b>16,915,100</b>	<b>11,082,200</b>	<b>23,541,204</b>
	Special Warrants	-	10,674,700	(10,674,700)	-
	<b>Total Operating Expense</b>	<b>27,997,300</b>	<b>27,589,800</b>	<b>407,500</b>	<b>23,541,204</b>

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

## STANDARD ACCOUNTS CLASSIFICATION

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VOTE - ITEM #	STANDARD ACCOUNT BY ITEM AND SUB-ITEMS	
	<b>OPERATING EXPENSE</b>	
1605-1	Employment Standards	
	Salaries and wages	18,668,000
	Employee benefits	2,340,900
	Transportation and communication	1,022,100
	Services	5,683,300
	Supplies and equipment	381,000
	Transfer payments	
	Grants to promote improved employment practices	2,000
	Subtotal	28,097,300
	Less: Recoveries	100,000
	<b>Total Operating Expense to be Voted</b>	<b>27,997,300</b>
	<b>Total Operating Expense for Employment Rights and Responsibilities Program</b>	<b>27,997,300</b>

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**RECONCILIATION TO PREVIOUSLY PUBLISHED DATA**


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<b>OPERATING EXPENSE</b>	<b>Estimates 2007-08 \$</b>	<b>Actual 2006-07 \$</b>
Total Operating Expense previously published*	160,653,099	146,349,869
Government Reorganization		
Transfer of functions to other Ministries	-	(850,200)
<b>Restated Total Operating Expense</b>	<b>160,653,099</b>	<b>145,499,669</b>

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\*Total Operating Expense includes Statutory Appropriations, Special Warrants and total operating expense to be voted. The 2006-07 Actuals are adjusted to reflect new Ministry structure(s) in 2007-08.