

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 2009-10 | Estimates 2008-09 | Difference Between 2009-10 and 2008-09 | Actual 2007-08 |
|--|----------------------|----------------------|--|--------------------|
| OPERATING EXPENSE | | | | |
| 1601 Ministry Administration Program | 23,118,900 | 24,585,900 | (1,467,000) | 22,081,233 |
| 1602 Pay Equity Commission Program | 4,476,700 | 4,476,700 | - | 3,729,852 |
| 1603 Labour Relations Program | 24,325,200 | 23,389,400 | 935,800 | 21,265,537 |
| 1604 Occupational Health and Safety Program | 88,882,300 | 89,651,300 | (769,000) | 81,863,170 |
| 1605 Employment Rights and Responsibilities Program | 33,216,800 | 27,997,300 | 5,219,500 | 26,644,143 |
| TOTAL OPERATING EXPENSE TO BE VOTED | 174,019,900 | 170,100,600 | 3,919,300 | 155,583,935 |
| Statutory Appropriations | 65,014 | 65,014 | - | 64,014 |
| Ministry Total Operating Expense | 174,084,914 | 170,165,614 | 3,919,300 | 155,647,949 |
| Operating Expense Adjustment | - | - | - | 14,550,300 |
| Total Including Consolidation & Other Adjustments | 174,084,914 | 170,165,614 | 3,919,300 | 170,198,249 |
| CAPITAL EXPENSE | | | | |
| 1601 Ministry Administration Program | 1,000 | - | 1,000 | - |
| 1604 Occupational Health and Safety Program | 1,000 | - | 1,000 | - |
| TOTAL CAPITAL EXPENSE TO BE VOTED | 2,000 | - | 2,000 | - |
| Statutory Appropriations | 2,000 | - | 2,000 | - |
| Ministry Total Capital Expense | 4,000 | - | 4,000 | - |

MINISTRY PROGRAM SUMMARY

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| VOTE PROGRAM | Estimates 2009-10 | Estimates 2008-09 | Difference Between 2009-10 and 2008-09 | Actual 2007-08 |
|--|----------------------|----------------------|--|--------------------|
| CAPITAL ASSETS | | | | |
| 1601 Ministry Administration Program | 1,000 | - | 1,000 | - |
| 1604 Occupational Health and Safety Program | 1,000 | - | 1,000 | - |
| TOTAL CAPITAL ASSETS TO BE VOTED | 2,000 | - | 2,000 | - |
| Ministry Total Capital Assets | 2,000 | - | 2,000 | - |
| Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets) | 174,088,914 | 170,165,614 | 3,923,300 | 170,198,249 |

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 2009-10 | Estimates 2008-09 | Difference Between 2009-10 and 2008-09 | Actual 2007-08 |
|--|--|--------------------------|--------------------------|---|-----------------------|
| OPERATING EXPENSE | | | | | |
| 1 | Ministry Administration | 23,118,900 | 24,585,900 | (1,467,000) | 22,081,233 |
| TOTAL OPERATING EXPENSE TO BE VOTED | | 23,118,900 | 24,585,900 | (1,467,000) | 22,081,233 |
| S | Minister's Salary, the <i>Executive Council Act</i> | 47,841 | 47,841 | - | 47,841 |
| S | Parliamentary Assistant's Salary, the <i>Executive Council Act</i> | 16,173 | 16,173 | - | 16,173 |
| S | Bad Debt Expense, the <i>Financial Administration Act</i> | 1,000 | 1,000 | - | - |
| Total Statutory Appropriations | | 65,014 | 65,014 | - | 64,014 |
| Total Operating Expense | | 23,183,914 | 24,650,914 | (1,467,000) | 22,145,247 |
| CAPITAL EXPENSE | | | | | |
| 3 | Ministry Administration | 1,000 | - | 1,000 | - |
| TOTAL CAPITAL EXPENSE TO BE VOTED | | 1,000 | - | 1,000 | - |
| S | Amortization, the <i>Financial Administration Act</i> | 1,000 | - | 1,000 | - |
| Total Statutory Appropriations | | 1,000 | - | 1,000 | - |
| Total Capital Expense | | 2,000 | - | 2,000 | - |
| CAPITAL ASSETS | | | | | |
| 2 | Ministry Administration | 1,000 | - | 1,000 | - |
| TOTAL CAPITAL ASSETS TO BE VOTED | | 1,000 | - | 1,000 | - |
| Total Capital Assets | | 1,000 | - | 1,000 | - |

MINISTRY ADMINISTRATION PROGRAM - VOTE 1601, cont'd

STANDARD ACCOUNTS CLASSIFICATION

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| VOTE - ITEM # | STANDARD ACCOUNT BY ITEM AND SUB-ITEMS | | |
|---------------------|--|-----------|-------------------|
| | OPERATING EXPENSE | | |
| 1601-1 | Ministry Administration | | |
| | Salaries and wages | | 8,539,500 |
| | Employee benefits | | 948,700 |
| | Transportation and communication | | 860,900 |
| | Services | | 12,366,500 |
| | Supplies and equipment | | 403,300 |
| | Total Operating Expense to be Voted | | 23,118,900 |
| | <i>Sub-Items:</i> | | |
| | <i>Main Office</i> | | |
| | Salaries and wages | 3,023,500 | |
| | Employee benefits | 275,600 | |
| | Transportation and communication | 107,100 | |
| | Services | 1,595,500 | |
| | Supplies and equipment | 68,400 | 5,070,100 |
| | <i>Financial and Administrative Services</i> | | |
| | Salaries and wages | 2,032,100 | |
| | Employee benefits | 249,100 | |
| | Transportation and communication | 72,300 | |
| | Services | 876,900 | |
| | Supplies and equipment | 59,000 | 3,289,400 |
| | <i>Human Resources</i> | | |
| | Salaries and wages | 729,300 | |
| | Employee benefits | 94,800 | |
| | Transportation and communication | 20,400 | |
| | Services | 108,400 | |
| | Supplies and equipment | 15,300 | 968,200 |
| | <i>Communications Services</i> | | |
| | Salaries and wages | 2,591,800 | |
| | Employee benefits | 309,100 | |
| | Transportation and communication | 71,100 | |
| | Services | 346,700 | |
| | Supplies and equipment | 600 | 3,319,300 |

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 | | |
|--------------------------|--|-----------|-------------------|
| OPERATING EXPENSE | | | |
| | <i>Legal Services</i> | | |
| | Salaries and wages | 162,800 | |
| | Employee benefits | 20,100 | |
| | Transportation and communication | 590,000 | |
| | Services | 7,163,400 | |
| | Supplies and equipment | 260,000 | 8,196,300 |
| | <i>Audit Services</i> | | |
| | Services | 252,100 | 252,100 |
| | <i>Information Systems</i> | | |
| | Services | 2,023,500 | 2,023,500 |
| | Total Operating Expense to be Voted | | 23,118,900 |
| | Statutory Appropriations | | |
| 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 |
| | Total Operating Expense for Ministry Administration Program | | 23,183,914 |
| CAPITAL EXPENSE | | | |
| 1601-3 | Ministry Administration | | |
| | Other transactions | | 1,000 |
| | Total Capital Expense to be Voted | | 1,000 |
| | Statutory Appropriations | | |
| | Other transactions | | |
| S | Amortization, the <i>Financial Administration Act</i> | | 1,000 |
| | Total Capital Expense for Ministry Administration Program | | 2,000 |

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 | |
|---------------------|--|--|
|---------------------|--|--|

CAPITAL ASSETS

| | | |
|--------|---|--------------|
| 1601-2 | Ministry Administration | |
| | Land and marine fleet | 1,000 |
| | Total Capital Assets to be Voted | 1,000 |
| | Total Capital Assets for Ministry Administration Program | 1,000 |

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 pay equity 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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| ITEM # | ITEM | Estimates 2009-10 | Estimates 2008-09 | Difference Between 2009-10 and 2008-09 | Actual 2007-08 |
|--|------------------------------|--------------------------|--------------------------|---|-----------------------|
| OPERATING EXPENSE | | | | | |
| 1 | Pay Equity Office | 3,662,600 | 3,662,600 | - | 3,100,115 |
| 2 | Pay Equity Hearings Tribunal | 814,100 | 814,100 | - | 629,737 |
| TOTAL OPERATING EXPENSE TO BE VOTED | | 4,476,700 | 4,476,700 | - | 3,729,852 |
| Total Operating Expense | | 4,476,700 | 4,476,700 | - | 3,729,852 |

PAY EQUITY COMMISSION PROGRAM - VOTE 1602, cont'd

STANDARD ACCOUNTS CLASSIFICATION

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| VOTE - ITEM # | STANDARD ACCOUNT BY ITEM AND SUB-ITEMS | |
|---------------------|--|------------------|
| | OPERATING EXPENSE | |
| 1602-1 | Pay Equity Office | |
| | Salaries and wages | 2,740,900 |
| | Employee benefits | 311,300 |
| | Transportation and communication | 156,300 |
| | Services | 430,400 |
| | Supplies and equipment | 23,700 |
| | Total Operating Expense to be Voted | 3,662,600 |
| 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 |
| | Total Operating Expense to be Voted | 814,100 |
| | Total Operating Expense for Pay Equity Commission Program | 4,476,700 |

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 (OLRB) 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.

Dispute Resolution Services provides 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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| ITEM # | ITEM | Estimates 2009-10 | Estimates 2008-09 | Difference Between 2009-10 and 2008-09 | Actual 2007-08 |
|--|--------------------------------|--------------------------|--------------------------|---|-----------------------|
| OPERATING EXPENSE | | | | | |
| 1 | Ontario Labour Relations Board | 13,385,200 | 13,385,200 | - | 12,137,924 |
| 2 | Grievance Settlement Board | 1,377,100 | 1,336,900 | 40,200 | 1,226,607 |
| 3 | Dispute Resolution Services | 9,562,900 | 8,667,300 | 895,600 | 7,901,006 |
| TOTAL OPERATING EXPENSE TO BE VOTED | | 24,325,200 | 23,389,400 | 935,800 | 21,265,537 |
| Total Operating Expense | | 24,325,200 | 23,389,400 | 935,800 | 21,265,537 |

LABOUR RELATIONS PROGRAM - VOTE 1603, cont'd

STANDARD ACCOUNTS CLASSIFICATION

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| VOTE - ITEM # | STANDARD ACCOUNT BY ITEM AND SUB-ITEMS | |
|------------------|---|-------------------|
| | OPERATING EXPENSE | |
| 1603-1 | Ontario Labour Relations Board | |
| | Salaries and wages | 8,858,000 |
| | Employee benefits | 1,057,900 |
| | Transportation and communication | 693,500 |
| | Services | 2,655,000 |
| | Supplies and equipment | 120,800 |
| | Total Operating Expense to be Voted | 13,385,200 |
| 1603-2 | Grievance Settlement Board | |
| | Salaries and wages | 426,800 |
| | Employee benefits | 63,500 |
| | Transportation and communication | 176,400 |
| | Services | 2,073,400 |
| | Supplies and equipment | 23,200 |
| | Subtotal | 2,763,300 |
| | Less: Recoveries | 1,386,200 |
| | Total Operating Expense to be Voted | 1,377,100 |
| 1603-3 | Dispute Resolution Services | |
| | Salaries and wages | 6,405,300 |
| | Employee benefits | 745,400 |
| | Transportation and communication | 582,100 |
| | Services | 1,891,200 |
| | Supplies and equipment | 88,900 |
| | Subtotal | 9,712,900 |
| | Less: Recoveries | 150,000 |
| | Total Operating Expense to be Voted | 9,562,900 |
| | Total Operating Expense for Labour Relations Program | 24,325,200 |

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 2009-10 | Estimates 2008-09 | Difference Between 2009-10 and 2008-09 | Actual 2007-08 |
|--|--|-------------------|-------------------|--|-------------------|
| OPERATING EXPENSE | | | | | |
| 1 | Occupational Health and Safety | 88,879,300 | 89,648,300 | (769,000) | 81,863,170 |
| 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 OPERATING EXPENSE TO BE VOTED | | 88,882,300 | 89,651,300 | (769,000) | 81,863,170 |
| Total Operating Expense | | 88,882,300 | 89,651,300 | (769,000) | 81,863,170 |
| CAPITAL EXPENSE | | | | | |
| 6 | Occupational Health and Safety | 1,000 | - | 1,000 | - |
| TOTAL CAPITAL EXPENSE TO BE VOTED | | 1,000 | - | 1,000 | - |
| S | Amortization, the <i>Financial Administration Act</i> | 1,000 | - | 1,000 | - |
| Total Statutory Appropriations | | 1,000 | - | 1,000 | - |
| Total Capital Expense | | 2,000 | - | 2,000 | - |
| CAPITAL ASSETS | | | | | |
| 5 | Occupational Health and Safety | 1,000 | - | 1,000 | - |
| TOTAL CAPITAL ASSETS TO BE VOTED | | 1,000 | - | 1,000 | - |
| Total Capital Assets | | 1,000 | - | 1,000 | - |

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 | | |
|---------------------|---|--------|-------------------|
| | OPERATING EXPENSE | | |
| 1604-1 | Occupational Health and Safety | | |
| | Salaries and wages | | 58,842,800 |
| | Employee benefits | | 7,497,700 |
| | Transportation and communication | | 4,942,600 |
| | Services | | 14,907,100 |
| | Supplies and equipment | | 2,648,100 |
| | Transfer payments | | |
| | Grants to Radiation Safety Institute of Canada | 40,000 | |
| | Grants to promote improved health and safety practices | 1,000 | 41,000 |
| | Total Operating Expense to be Voted | | 88,879,300 |
| 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 |
| | Total Operating Expense to be Voted | | 1,000 |
| 1604-3 | Office of the Worker Adviser | | |
| | Salaries and wages | | 7,316,000 |
| | Employee benefits | | 1,522,900 |
| | Transportation and communication | | 392,400 |
| | Services | | 1,500,300 |
| | Supplies and equipment | | 102,300 |
| | Transfer payments | | |
| | Workplace Safety and Insurance Advisory Program Training Initiative | | 250,000 |
| | Subtotal | | 11,083,900 |
| | Less: Recoveries | | 11,082,900 |
| | Total Operating Expense to be Voted | | 1,000 |

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 | |
|---------------------------------|---|-------------------|
| OPERATING EXPENSE | | |
| 1604-4 | Office of the Employer Adviser | |
| | Salaries and wages | 2,510,700 |
| | Employee benefits | 577,500 |
| | Transportation and communication | 150,000 |
| | Services | 393,600 |
| | Supplies and equipment | 88,900 |
| | Subtotal | 3,720,700 |
| | Less: Recoveries | 3,719,700 |
| | Total Operating Expense to be Voted | 1,000 |
| | Total Operating Expense for Occupational Health and Safety Program | 88,882,300 |
| CAPITAL EXPENSE | | |
| 1604-6 | Occupational Health and Safety | |
| | Other transactions | 1,000 |
| | Total Capital Expense to be Voted | 1,000 |
| Statutory Appropriations | | |
| | Other transactions | |
| S | Amortization, the <i>Financial Administration Act</i> | 1,000 |
| | Total Capital Expense for Occupational Health and Safety Program | 2,000 |
| CAPITAL ASSETS | | |
| 1604-5 | Occupational Health and Safety | |
| | Land and marine fleet | 1,000 |
| | Total Capital Assets to be Voted | 1,000 |
| | Total Capital Assets for Occupational Health and Safety Program | 1,000 |

EMPLOYMENT RIGHTS AND RESPONSIBILITIES PROGRAM - VOTE 1605

The Employment Rights and Responsibilities Program (ERRP) is responsible for the administration and enforcement of the *Employment Standards Act, 2000* and its regulations.

The ERRP ensures that Ontario workers are protected by minimum standards of employment covering wages and working conditions. It promotes 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 2009-10 | Estimates 2008-09 | Difference Between 2009-10 and 2008-09 | Actual 2007-08 |
|--|----------------------|--------------------------|--------------------------|---|-----------------------|
| OPERATING EXPENSE | | | | | |
| 1 | Employment Standards | 33,216,800 | 27,997,300 | 5,219,500 | 26,644,143 |
| TOTAL OPERATING EXPENSE TO BE VOTED | | 33,216,800 | 27,997,300 | 5,219,500 | 26,644,143 |
| Total Operating Expense | | 33,216,800 | 27,997,300 | 5,219,500 | 26,644,143 |

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 | |
|------------------|---|-------------------|
| | OPERATING EXPENSE | |
| 1605-1 | Employment Standards | |
| | Salaries and wages | 20,988,600 |
| | Employee benefits | 2,670,700 |
| | Transportation and communication | 1,022,100 |
| | Services | 8,252,400 |
| | Supplies and equipment | 381,000 |
| | Transfer payments | |
| | Grants to promote improved employment practices | 2,000 |
| | Subtotal | 33,316,800 |
| | Less: Recoveries | 100,000 |
| | Total Operating Expense to be Voted | 33,216,800 |
| | Total Operating Expense for Employment Rights and Responsibilities Program | 33,216,800 |