

## 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 2011-12	Estimates 2010-11	Difference Between 2011-12 and 2010-11	Actual 2009-10
<b>OPERATING EXPENSE</b>				
1601 Ministry Administration Program	22,681,100	22,798,800	(117,700)	21,939,935
1602 Pay Equity Commission Program	4,326,100	4,347,100	(21,000)	3,685,427
1603 Labour Relations Program	22,936,800	22,855,000	81,800	21,366,823
1604 Occupational Health and Safety Program	86,353,600	87,882,800	(1,529,200)	84,383,660
1605 Employment Rights and Responsibilities Program	38,221,600	38,406,400	(184,800)	33,337,251
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>	<b>174,519,200</b>	<b>176,290,100</b>	<b>(1,770,900)</b>	<b>164,713,096</b>
Statutory Appropriations	65,014	65,014	-	66,011
Ministry Total Operating Expense	174,584,214	176,355,114	(1,770,900)	164,779,107
Operating Expense Adjustment	15,747,900	15,590,400	157,500	14,722,005
<b>Total Including Consolidation &amp; Other Adjustments</b>	<b>190,332,114</b>	<b>191,945,514</b>	<b>(1,613,400)</b>	<b>179,501,112</b>

## MINISTRY PROGRAM SUMMARY

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VOTE PROGRAM	Estimates 2011-12	Estimates 2010-11	Difference Between 2011-12 and 2010-11	Actual 2009-10
<b>CAPITAL EXPENSE</b>				
1601 Ministry Administration Program	1,000	1,000	-	-
1604 Occupational Health and Safety Program	1,000	1,000	-	-
<b>TOTAL CAPITAL EXPENSE TO BE VOTED</b>	<b>2,000</b>	<b>2,000</b>	<b>-</b>	<b>-</b>
Statutory Appropriations	448,500	209,600	238,900	7,360
Ministry Total Capital Expense	450,500	211,600	238,900	7,360
<b>CAPITAL ASSETS</b>				
1601 Ministry Administration Program	1,000	1,000	-	-
1604 Occupational Health and Safety Program	4,611,400	2,686,500	1,924,900	136,652
<b>TOTAL CAPITAL ASSETS TO BE VOTED</b>	<b>4,612,400</b>	<b>2,687,500</b>	<b>1,924,900</b>	<b>136,652</b>
Ministry Total Capital Assets	4,612,400	2,687,500	1,924,900	136,652
<b>Ministry Total Operating and Capital Including Consolidation and Other Adjustments (not including Assets)</b>	<b>190,782,614</b>	<b>192,157,114</b>	<b>(1,374,500)</b>	<b>179,508,472</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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<b>ITEM #</b>	<b>ITEM</b>	<b>Estimates 2011-12</b>	<b>Estimates 2010-11</b>	<b>Difference Between 2011-12 and 2010-11</b>	<b>Actual 2009-10</b>
<b>OPERATING EXPENSE</b>					
1	Ministry Administration	22,681,100	22,798,800	(117,700)	21,939,935
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>		<b>22,681,100</b>	<b>22,798,800</b>	<b>(117,700)</b>	<b>21,939,935</b>
S	Minister's Salary, the <i>Executive Council Act</i>	47,841	47,841	-	49,301
S	Parliamentary Assistant's Salary, the <i>Executive Council Act</i>	16,173	16,173	-	16,667
S	Bad Debt Expense, the <i>Financial Administration Act</i>	1,000	1,000	-	43
Total Statutory Appropriations		65,014	65,014	-	66,011
<b>Total Operating Expense</b>		<b>22,746,114</b>	<b>22,863,814</b>	<b>(117,700)</b>	<b>22,005,946</b>
<b>CAPITAL EXPENSE</b>					
3	Ministry Administration	1,000	1,000	-	-
<b>TOTAL CAPITAL EXPENSE TO BE VOTED</b>		<b>1,000</b>	<b>1,000</b>	<b>-</b>	<b>-</b>
S	Amortization, the <i>Financial Administration Act</i>	1,000	1,000	-	-
Total Statutory Appropriations		1,000	1,000	-	-
<b>Total Capital Expense</b>		<b>2,000</b>	<b>2,000</b>	<b>-</b>	<b>-</b>
<b>CAPITAL ASSETS</b>					
2	Ministry Administration	1,000	1,000	-	-
<b>TOTAL CAPITAL ASSETS TO BE VOTED</b>		<b>1,000</b>	<b>1,000</b>	<b>-</b>	<b>-</b>
<b>Total Capital Assets</b>		<b>1,000</b>	<b>1,000</b>	<b>-</b>	<b>-</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		8,105,000
	Employee benefits		991,200
	Transportation and communication		793,900
	Services		12,379,100
	Supplies and equipment		411,900
	<b>Total Operating Expense to be Voted</b>		<b>22,681,100</b>
<i>Sub-Items:</i>			
<i>Main Office</i>			
	Salaries and wages	2,755,000	
	Employee benefits	331,800	
	Transportation and communication	122,000	
	Services	1,440,400	
	Supplies and equipment	67,000	4,716,200
<i>Financial and Administrative Services</i>			
	Salaries and wages	1,794,800	
	Employee benefits	221,800	
	Transportation and communication	67,400	
	Services	878,200	
	Supplies and equipment	55,200	3,017,400
<i>Organizational Effectiveness</i>			
	Salaries and wages	981,900	
	Employee benefits	127,600	
	Transportation and communication	27,500	
	Services	216,900	
	Supplies and equipment	20,600	1,374,500
<i>Communications Services</i>			
	Salaries and wages	2,510,500	
	Employee benefits	300,100	
	Transportation and communication	69,500	
	Services	212,300	
	Supplies and equipment	99,100	3,191,500

## 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**


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**OPERATING EXPENSE***Legal Services*

Salaries and wages	62,800	
Employee benefits	9,900	
Transportation and communication	507,500	
Services	7,363,200	
Supplies and equipment	170,000	8,113,400

*Audit Services*

Services	252,100	252,100
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*Information Systems*

Services	2,016,000	2,016,000
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**Total Operating Expense to be Voted****22,681,100****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****22,746,114****CAPITAL EXPENSE**

## 1601-3 Ministry Administration

Other transactions		1,000
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**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	
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**CAPITAL ASSETS**

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

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**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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<b>ITEM #</b>	<b>ITEM</b>	<b>Estimates 2011-12</b>	<b>Estimates 2010-11</b>	<b>Difference Between 2011-12 and 2010-11</b>	<b>Actual 2009-10</b>
<b>OPERATING EXPENSE</b>					
1	Pay Equity Office	3,550,500	3,568,000	(17,500)	3,120,413
2	Pay Equity Hearings Tribunal	775,600	779,100	(3,500)	565,014
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>		<b>4,326,100</b>	<b>4,347,100</b>	<b>(21,000)</b>	<b>3,685,427</b>
<b>Total Operating Expense</b>		<b>4,326,100</b>	<b>4,347,100</b>	<b>(21,000)</b>	<b>3,685,427</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	2,684,600
	Employee benefits	306,300
	Transportation and communication	132,400
	Services	397,200
	Supplies and equipment	30,000
	<b>Total Operating Expense to be Voted</b>	<b>3,550,500</b>
1602-2	Pay Equity Hearings Tribunal	
	Salaries and wages	592,900
	Employee benefits	75,400
	Transportation and communication	21,300
	Services	80,800
	Supplies and equipment	5,200
	<b>Total Operating Expense to be Voted</b>	<b>775,600</b>
	<b>Total Operating Expense for Pay Equity Commission Program</b>	<b>4,326,100</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 (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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<b>ITEM #</b>	<b>ITEM</b>	<b>Estimates 2011-12</b>	<b>Estimates 2010-11</b>	<b>Difference Between 2011-12 and 2010-11</b>	<b>Actual 2009-10</b>
<b>OPERATING EXPENSE</b>					
1	Ontario Labour Relations Board	12,896,600	12,964,100	(67,500)	12,245,128
2	Grievance Settlement Board	1,476,800	1,485,000	(8,200)	1,350,894
3	Dispute Resolution Services	8,563,400	8,405,900	157,500	7,770,801
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>		<b>22,936,800</b>	<b>22,855,000</b>	<b>81,800</b>	<b>21,366,823</b>
<b>Total Operating Expense</b>		<b>22,936,800</b>	<b>22,855,000</b>	<b>81,800</b>	<b>21,366,823</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	8,599,500
	Employee benefits	1,019,600
	Transportation and communication	642,900
	Services	2,518,200
	Supplies and equipment	116,400
	<b>Total Operating Expense to be Voted</b>	<b>12,896,600</b>
1603-2	Grievance Settlement Board	
	Salaries and wages	426,800
	Employee benefits	63,500
	Transportation and communication	176,400
	Services	2,058,000
	Supplies and equipment	23,200
	Subtotal	2,747,900
	Less: Recoveries	1,271,100
	<b>Total Operating Expense to be Voted</b>	<b>1,476,800</b>
1603-3	Dispute Resolution Services	
	Salaries and wages	6,105,300
	Employee benefits	745,400
	Transportation and communication	558,300
	Services	1,389,400
	Supplies and equipment	65,000
	Subtotal	8,863,400
	Less: Recoveries	300,000
	<b>Total Operating Expense to be Voted</b>	<b>8,563,400</b>
	<b>Total Operating Expense for Labour Relations Program</b>	<b>22,936,800</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 provides advisory, representation and educational services to non-unionized injured workers and survivors, and represents them before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal.

The Office of the Employer Adviser provides advisory and educational services to all Ontario employers and representation services primarily to smaller employers, with fewer than 100 employees, with regard to workplace safety insurance matters before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal.

**VOTE SUMMARY**

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ITEM #	ITEM	Estimates 2011-12	Estimates 2010-11	Difference Between 2011-12 and 2010-11	Actual 2009-10
<b>OPERATING EXPENSE</b>					
1	Occupational Health and Safety	86,350,600	87,879,800	(1,529,200)	84,383,660
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	-	-
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>		<b>86,353,600</b>	<b>87,882,800</b>	<b>(1,529,200)</b>	<b>84,383,660</b>
<b>Total Operating Expense</b>		<b>86,353,600</b>	<b>87,882,800</b>	<b>(1,529,200)</b>	<b>84,383,660</b>
<b>CAPITAL EXPENSE</b>					
6	Occupational Health and Safety	1,000	1,000	-	-
<b>TOTAL CAPITAL EXPENSE TO BE VOTED</b>		<b>1,000</b>	<b>1,000</b>	<b>-</b>	<b>-</b>
S	Amortization, the <i>Financial Administration Act</i>	447,500	208,600	238,900	7,360
Total Statutory Appropriations		447,500	208,600	238,900	7,360
<b>Total Capital Expense</b>		<b>448,500</b>	<b>209,600</b>	<b>238,900</b>	<b>7,360</b>
<b>CAPITAL ASSETS</b>					
5	Occupational Health and Safety	4,611,400	2,686,500	1,924,900	136,652
<b>TOTAL CAPITAL ASSETS TO BE VOTED</b>		<b>4,611,400</b>	<b>2,686,500</b>	<b>1,924,900</b>	<b>136,652</b>
<b>Total Capital Assets</b>		<b>4,611,400</b>	<b>2,686,500</b>	<b>1,924,900</b>	<b>136,652</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		58,670,200
	Employee benefits		7,509,700
	Transportation and communication		4,737,100
	Services		12,539,500
	Supplies and equipment		2,603,100
	Transfer payments		
	Grants to Radiation Safety Institute of Canada	40,000	
	Grants to promote improved health and safety practices	251,000	291,000
	<b>Total Operating Expense to be Voted</b>		<b>86,350,600</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		7,564,200
	Employee benefits		1,522,700
	Transportation and communication		392,400
	Services		1,472,300
	Supplies and equipment		132,300
	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	150,000
	Services	393,600
	Supplies and equipment	88,900
	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>86,353,600</b>
<b>CAPITAL EXPENSE</b>		
1604-6	Occupational Health and Safety	
	Other transactions	1,000
	<b>Total Capital Expense to be Voted</b>	<b>1,000</b>
<b>Statutory Appropriations</b>		
S	Amortization, the <i>Financial Administration Act</i>	
	Other transactions	459,500
	Less: Recoveries	12,000
	<b>Total Capital Expense for Occupational Health and Safety Program</b>	<b>448,500</b>
<b>CAPITAL ASSETS</b>		
1604-5	Occupational Health and Safety	
	Land and marine fleet	4,611,400
	<b>Total Capital Assets to be Voted</b>	<b>4,611,400</b>
	<b>Total Capital Assets for Occupational Health and Safety Program</b>	<b>4,611,400</b>

**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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<b>ITEM #</b>	<b>ITEM</b>	<b>Estimates 2011-12</b>	<b>Estimates 2010-11</b>	<b>Difference Between 2011-12 and 2010-11</b>	<b>Actual 2009-10</b>
<b>OPERATING EXPENSE</b>					
1	Employment Standards	38,221,600	38,406,400	(184,800)	33,337,251
<b>TOTAL OPERATING EXPENSE TO BE VOTED</b>		<b>38,221,600</b>	<b>38,406,400</b>	<b>(184,800)</b>	<b>33,337,251</b>
<b>Total Operating Expense</b>		<b>38,221,600</b>	<b>38,406,400</b>	<b>(184,800)</b>	<b>33,337,251</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	24,741,100
	Employee benefits	3,139,900
	Transportation and communication	1,232,700
	Services	8,806,100
	Supplies and equipment	399,800
	Transfer payments	
	Grants to promote improved employment practices	2,000
	Subtotal	38,321,600
	Less: Recoveries	100,000
	<b>Total Operating Expense to be Voted</b>	<b>38,221,600</b>
	<b>Total Operating Expense for Employment Rights and Responsibilities Program</b>	<b>38,221,600</b>