
DATE: February 22, 2012

REPORT TITLE: **TO RECOGNIZE ANNUALLY APRIL 28 AS A DAY OF MOURNING IN HONOUR OF LIVES LOST AND INJURIES IN THE WORKPLACE**

FROM: R. Kent Gillespie, Commissioner of Employee and Business Services

RECOMMENDATION

That April 28 be proclaimed annually as a Day of Mourning in honour of lives lost and injuries in the workplace and to represent the Region of Peel's commitment to a safe and healthy workplace.

REPORT HIGHLIGHTS

- Council requested that staff advise on a non-monetary way of endorsing the initiative of the Brampton Mississauga and District Labour Council to erect a monument to honour workers killed or injured in the workplace.
- The Region of Peel is strongly committed to a safe and healthy workplace.
- The National Day of Mourning was officially recognized by the federal government in 1991.

DISCUSSION

1. Background

A request was made by the Brampton Mississauga and District Labour Council at the July 7th, 2011 Council meeting to request a donation from the Region of Peel for the completion of a monument to honour workers injured or killed on the job in Peel. As funding for this monument had already been provided at the area municipal level it was suggested that additional funding not be provided from the Region. However, it was requested that staff report back to Regional Council with recommendations on a non-monetary way of endorsing the initiative and to represent the Region of Peel's commitment to workplace safety.

2. Findings

The Region of Peel is strongly committed to a safe and healthy workplace. The Region's Healthy Workplace Policy is signed by the Executive Management team annually and in conjunction with our health and safety programs ensures that employees are provided with a healthy and safe environment. The policy states that Executive Management commits to improvements through leadership in the Healthy Workplace Council; that healthy workplace

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practices will be integrated into all aspects of our work including business planning and service delivery; and that, in matter of Occupational Health & Safety, the Region of Peel will meet or exceed all applicable legislative and regulatory requirements as well as safe work practices and procedures established by the Region of Peel.

The Region has 22 mandated Joint Health & Safety Committees comprised of management, union and non-union staff representatives. These committees meet on a regular basis to discuss workplace safety. The Region also firmly supports a comprehensive approach to a healthy workplace, recognizing that a healthy workplace is achieved not only through focusing on the physical environment and occupational health and safety, but also to the workplace culture and the encouragement of positive personal health practices of employees.

3. Proposed Direction

The National Day of Mourning, held annually on April 28, was officially recognized by the federal government in 1991, eight years after the day of remembrance was launched by the Canadian Labour Congress. The Day of Mourning has since spread to about 80 countries around the world and has been adopted by the AFL-CIO and the International Confederation of Free Trade. The Region of Peel encourages all employees to make a personal commitment to health, safety and wellness as a way of life at work and at home. To demonstrate this commitment to a healthy workplace, it is recommended that the Region of Peel annually recognizes the Day of Mourning on April 28, 2012 through Council proclamation, and through any programming that is to take place during North American Occupational Safety and Health Week, May 6 -12, 2012 to remember and honour workers who lost their lives or suffer from occupational injuries and disease. No financial assistance to any organization is required.



R. Kent Gillespie

Commissioner of Employee
and Business Services

Mike Goldrup, Director, Human Resources

Approved for Submission:



D. Szwarc, Chief Administrative Officer

For further information regarding this report, please contact Vanessa Aguiar at extension 4480 or via email at vanessa.aguiar@peelregion.ca.

Authored By: Mike Goldrup, Director of Human Resources

c. Legislative Services

Proclamation

DAY OF MOURNING

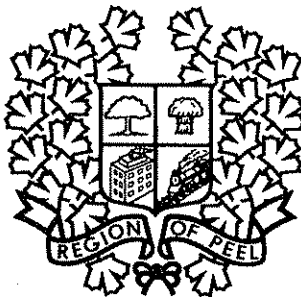
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WHEREAS, the Regional Municipality of Peel is strongly committed to a safe and healthy workplace and ensure that its workers are always safe while on the job;

AND WHEREAS, the Canadian Labour Congress (CLC) established the Day of Mourning in 1984;

AND WHEREAS, the Federal and Provincial governments recognize April 28th, as the Day of Mourning to provide citizens, businesses and municipalities the opportunity to remember and mourn workers who lost their lives or suffer from occupational injuries and disease;

THEREFORE BE IT RESOLVED, that April 28, 2012, be proclaimed "DAY OF MOURNING" in the Regional Municipality of Peel, and that staff lower the flags to half-mast in recognition of workers who have been injured or killed on the job.



Emil Kolb
Regional Chair