



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING 4**

Date of Meeting: Monday, July 5, 2004 **Enquiry:** Candy Davidovits
Time: 1:30 p.m. **Committee Secretary**
Location: Committee Room 2 **416-392-8032**
City Hall **cdavidov@toronto.ca**
100 Queen Street West
Toronto, ON M5H 2N2

Under the *Municipal Act, 2001*, the Employee and Labour Relations Committee must adopt a motion to meet In-camera (privately) and the reason must be given.

Declarations of Interest under the *Municipal Conflict of Interest Act*

Confirmation of Minutes – June 4, 2004

Deputations/Presentations - A complete list will be distributed at the meeting.

Communications/Reports:

1. Employment Accommodation Policy

Report (June 23, 2004) from the Commissioner of Corporate Services requesting Council endorsement of the City's Employment Accommodation Policy; and advising that the policy addresses the City's legal obligation under the Ontario Human Rights Code and will provide guidance to managers in the delivery of effective accommodation solutions, which in turn will foster a productive and equitable workplace.

Recommendation:

That the Employment Accommodation Policy be endorsed and forwarded to Council.

**2. History of Active and Resolved Grievances by Year
(1998 to 2004)**

Report (June 23, 2004) from the Commissioner of Corporate Services providing supplementary historical year-by-year data on grievances incurred and resolved, as

requested at the June 4, 2004, Employee and Labour Relations Committee meeting, and the status of active grievances at Step 3 and Arbitration as at June 15, 2004.

Recommendation:

It is recommended that the Employee and Labour Relations Committee receive this report for information.

**3. Retention Bonus and Compressed Work Week
- Toronto Police Service**

Report (June 4, 2004) from the Chair, Toronto Police Services Board, providing a response to a Toronto City Council request for information on how the retention bonus was included as part of the base salary of uniform members of the Toronto Police Service and information on the compressed work week schedule.

Recommendation:

It is recommended that the Employee and Labour Relations Committee receive this report and then forward to Toronto City Council for information.

**4. Organizational Review of Family Health/Healthy Lifestyles -
Toronto Public Health**

(Deputation Item)

Communication (June 14, 2004) from Ms. Ann Dembinski, President, CUPE Local 79, expressing concerns regarding the total organizational review of Family Health/Healthy Lifestyles being undertaken by Toronto Public Health and the “preferred model” that has emerged from the review.

5. Supreme Court of Canada Decision in Toronto (City) v. CUPE Local 79

Communication (March 10, 2004) from the City Clerk advising that City Council, at its meeting held on March 1, 2 and 3, 2004, referred Clause 29a of Report 1 of the Administration Committee, regarding "Supreme Court of Canada Decision in Toronto (City) v. CUPE Local 79" back to the Administration Committee.

**6. Reimbursement of Legal Expenses for Non-Union Employee
(In Camera – Personal Matters about an Identifiable Individual)**

Confidential report (June 23, 2004) from the Commissioner of Economic Development, Culture and Tourism and the City Solicitor regarding the Reimbursement of Legal Expenses for Non-Union Employee, such report to be considered in-camera as the subject matter relates to personal matters about an identifiable individual, in accordance with the Municipal Act.



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
SUPPLEMENTARY AGENDA
MEETING 4**

Date of Meeting:	Monday, July 5, 2004	Enquiry: Candy Davidovits
Time:	1:30 p.m.	Committee Secretary
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Additional Communications/Reports:

7. Compensation Program – Non-Union Staff

Report (June 24, 2004) from the Commissioner of Corporate Services providing, as requested by the Employee and Labour Relations Committee on May 5, 2004, additional information on the composition of the City's non-union employee group and forwarding information received from the City's Agencies, Boards and Commissions on their compensation policies.

Recommendation:

It is recommended that this report be received for information.

8. Workforce Reduction Costs in 2004

Report (June 22, 2004) from the Commissioner of Corporate Services and the Chief Financial Officer and Treasurer reporting on a preliminary estimate and funding source for workforce reduction costs in 2004; and advising that the Chief Financial Officer and Treasurer and the Commissioner of Corporate Services will report to the Employee and Labour Relations Committee at the beginning of 2005 on the actual costs of the workforce reduction in 2004.

Recommendations:

It is recommended that:

- (1) the staff exit costs arising from the implementation of the 2004 operating budget be charged to the Workforce Reduction Reserve Fund and that these costs be

funded through a transfer from the Employee/Retiree Benefit Reserve fund to the Workforce Reduction Reserve fund;

- (2) the 2004 Approved Non-Program Expenditure Budget be increased by \$3,243,906 gross offset by an equal contribution from the Workforce Reduction Reserve fund for a \$0 net impact on the 2004 Operating Budget; and
- (3) the Chief Financial Officer and Treasurer and Commissioner of Corporate Services provide an update on actual workforce reduction costs and any appropriate budget adjustments to the Employee and Labour Relations Committee at the beginning of 2005, once the actual workforce reduction costs in 2004 have been finalized.