



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
DECISION DOCUMENT
MEETING 11**

Date of Meeting: Wednesday, September 7, 2005 **Enquiry:** Candy Davidovits
Time: 9:30 a.m. **Committee Secretary**
Location: Committee Room 2 **416-392-8032**
City Hall **cdavidov@toronto.ca**
100 Queen Street West
Toronto, ON M5H 2N2

The Decision Document is for preliminary reference purposes only. Please refer to the Committee's minutes for the official record.

How to Read the Decision Document:

- *recommendations of the Committee to the Policy and Finance Committee are in bold type after the item heading;*
- *action taken by the Committee on its own authority that does not require Council's approval is listed in the decision document in bold type under the heading "Action taken by the Committee"; and*
- *Declarations of Interest, if any, appear at the end of an item.*

Minutes Confirmed – Meetings of June 23, 2005, July 6, 2005 and July 27, 2005

Communications/Reports:

- 1. Ending Mandatory Retirement Statute Law Amendment Act, 2005 ("Bill 211")**

Action taken by the Committee:

The Employee and Labour Relations Committee received the report (August 22, 2005) from the City Solicitor and the Executive Director of Human Resources.

Report (August 22, 2005) from the City Solicitor and the Executive Director of Human Resources providing information respecting the Ending Mandatory Retirement Statute Law Amendment Act, 2005 ("Bill 211").

Recommendation:

It is recommended that this report be received for information.

2. Occupational Health and Safety Report – Second Quarter, 2005

The Employee and Labour Relations Committee recommended to the Policy and Finance Committee that City Council receive the report (August 25, 2005) from the City Manager and the Executive Director of Human Resources for information.

Report (August 25, 2005) from the City Manager and the Executive Director of Human Resources reporting on the status of the City's health and safety system and providing information on health and safety activities, priorities and performance during the second quarter of 2005.

Recommendation:

It is recommended that this report be received and forwarded to City Council for information.

**3. Memorandum of Agreement between the City of Toronto and Canadian Union of Public Employees (CUPE), Local 79
(In-Camera – Labour Relations or Employee Negotiations)**

The Employee and Labour Relations Committee recommended to the Policy and Finance Committee that City Council adopt the staff recommendations in the Recommendations Section of the report (September 1, 2005) from the City Manager and the Deputy City Manager and Chief Financial Officer.

Confidential report (September 1, 2005) from the City Manager and the Deputy City Manager and Chief Financial Officer entitled “Memorandum of Agreement between the City of Toronto and Canadian Union of Public Employees (CUPE), Local 79”, such report to be considered in-camera as it relates to labour relations or employee negotiations.

**4. Cost of Living Adjustment for non-union staff - 2005
(In-Camera – Labour Relations or Employee Negotiations)**

The Employee and Labour Relations Committee recommended to the Policy and Finance Committee that City Council adopt the staff recommendations in the Recommendations Section of the report (September 1, 2005) from the City Manager and the Deputy City Manager and Chief Financial Officer.

Confidential report (September 1, 2005) from the City Manager and the Deputy City Manager and Chief Financial Officer entitled “Cost of Living Allowance for Non-Union Staff”, such report to be considered in-camera as it relates to labour relations or employee negotiations.

**5. Labour Relations Update – Verbal Report
(In-Camera – Labour Relations or Employee Negotiations)**

Action taken by the Committee:

The Employee and Labour Relations Committee received the confidential briefing note for information.

Confidential briefing note (August 30, 2005) from the Senior Advisor, Employee and Labour Relations, respecting a labour relations update, such briefing note to be considered in-camera as it relates to labour relations or employee negotiations.

**6. Bill 206 – An Act to Revise the Ontario Municipal Employees Retirement System Act
(In-Camera – Security of the Property of the Municipality)**

Action taken by the Committee:

The Employee and Labour Relations Committee received the confidential briefing note for information.

Confidential briefing note (September 6, 2005) from the City Manager entitled “Bill 206 – An Act to Revise the Ontario Municipal Employees Retirement System Act”, such briefing note to be considered in-camera as it relates to the security of the property of the municipality.

**7. Implementation Issues Related to Collective Agreements
(In-Camera – Labour Relations or Employee Negotiations)**

Action taken by the Committee:

The Employee and Labour Relations Committee received the confidential presentation for information and adopted the recommendation contained in the confidential communication (September 7, 2005) from the City Clerk addressed to the Executive Director of Human Resources, such communication to remain in-camera as it relates to labour relations or employee negotiations.

Mr. Bill Adams, Senior Advisor, Employee and Labour Relations, gave an in-camera presentation to the Employee and Labour Relations Committee.