
**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING 12**

Date of Meeting: Wednesday, October 19, 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

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 – September 7, 2005

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

Communications/Reports:

**1. Quarterly Report: Grievance & Arbitration Activity
- July 1, 2005 to September 30, 2005**

Report (October 6, 2005) from the Executive Director of Human Resources providing the quarterly report of grievance and arbitration activity between July 1 and September 30, 2005, for information.

Recommendation:

It is recommended that this report be received for information.

**2. Indemnification Policy for Management and Excluded Staff
and for Members of Council**

Report (October 3, 2005) from the Executive Director of Human Resources and the City Solicitor seeking approval for an Indemnification Policy for Members of Council.

Recommendation:

It is recommended that Council adopt the policy set out in Appendix “A” to this report.

- 2(a).** Consolidated Clause 23 contained in Policy and Finance Committee Report 7 entitled “Employee Indemnification Policy for Management and Excluded Staff”, which was considered by City Council on July 19, 20, 21 and 26, 2005, and referred to the Executive Director of Human Resources, with the following additional requests:

- (a) that the Executive Director of Human Resources and the City Solicitor report back to the Employee and Labour Relations Committee with a proposed indemnification policy for elected officials; and
- (b) that the Employee Indemnification Policy for Management and Excluded Staff be submitted to City Council at the same time as the Indemnification Policy for Members of Council.

**3. City of Toronto and T.C.E.U., Local 416, C.U.P.E.
Grievances re Paramedic Level 1 Wage Rate (Symptom Relief) – Interest Issue
(In-Camera – Labour Relations or Employee Negotiations)**

Confidential report (October 11, 2005) from the City Manager entitled “City of Toronto and T.C.E.U., Local 416, C.U.P.E., Grievances re Paramedic Level 1 Wage Rate (Symptom Relief) – Interest Issue”, such report to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

**4. Verbal Update on Status of Continuous Improvement Plans and
Labour Relations Steering Committees arising from the
Collective Agreements with CUPE, Locals 79 and 416
(In-Camera – Labour Relations or Employee Negotiations)**