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**EMPLOYEE AND LABOUR RELATIONS COMMITTEE  
DECISION DOCUMENT  
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

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*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 – Meeting of September 7, 2005***

**Communications/Reports:**

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

Action taken by the Committee:

**The Employee and Labour Relations Committee received the report (October 6, 2005) from the Executive Director of Human Resources for information.**

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**

**The Employee and Labour Relations Committee recommended to the Policy and Finance Committee that City Council adopt:**

- (1) the staff recommendation in the Recommendation Section of the report (October 3, 2005) from the Executive Director of Human Resources and the City Solicitor respecting the Indemnification Policy for Members of Council; and**
- (2) the recommendations of the Employee and Labour Relations Committee in the communication (June 8, 2005) from the Committee contained in Clause 23 of Policy and Finance Committee Report 7 respecting the Indemnification Policy for Management and Excluded Staff.**

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)**

**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 confidential report (October 11, 2005) from the City Manager.**

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)**

Action taken by the Committee:

**The Employee and Labour Relations Committee received the in-camera presentation.**

**Mr. Bill Adams, Senior Advisor, Employee and Labour Relations, gave an in-camera presentation to the Employee and Labour Relations Committee, and filed a copy of his presentation material, such material to remain in-camera as the subject matter relates to labour relations or employee negotiations.**

**5. Charter of Expectations**

Action taken by the Committee:

**The Employee and Labour Relations Committee received the communication (October 17, 2005) from COTAPSAI for information.**

Communication (October 17, 2005) from Richard D. Majkot, Executive Director, COTAPSAI, addressed to the City Manager confirming that COTAPSAI does not support the Charter of Expectations in its present format and wording; expressing concern on a number of matters related to the work environment; and advising of COTAPSAI's commitment to work with the City to resolve these matters.

**6. Status of Collective Bargaining - Toronto Police Association (In-Camera - Labour Relations or Employee Negotiations)**

Action taken by the Committee:

**The Employee and Labour Relations Committee received the in-camera presentation.**

The following persons addressed the Employee and Labour Relations Committee respecting the status of collective bargaining with the Toronto Police Association, such presentation was made in-camera as the subject matter relates to labour relations or employee negotiations:

- Dr. Alok Mukherjee, Chair, Toronto Police Services Board;
- Maria Ciani, Manager of Labour Relations, Toronto Police Service; and
- Bill Gibson, Director of Human Resources, Toronto Police Service.