

**THE CITY OF TORONTO**

**City Clerk's Office**

**Minutes of the Employee and Labour Relations Committee**

**Meeting 2**

**Monday, February 14, 2005**

The Employee and Labour Relations Committee met on Monday, February 14, 2005, in Committee Room 2, 2nd Floor, City Hall, Toronto, commencing at 9:40 a.m.

Attendance

Members were present for some or all of the time periods indicated.

	9:40 a.m. to 11:30 a.m. (Including In-Camera Session)
Mayor David R. Miller, Chair	X
Councillor Sandra Bussin	X
Councillor Janet Davis	X
Councillor Frank Di Giorgio	X
Councillor Cliff Jenkins	X
Councillor David Soknacki	X
Councillor Michael Walker	X

Confirmation of Minutes.

On motion by Councillor Jenkins, the Employee and Labour Relations Committee confirmed the minutes of its meeting held on January 11, 2005.

**2-1. Ideas Day/Employee Suggestion Program**

The Employee and Labour Relations Committee considered a report (January 26, 2005) from the Chief Administrative Officer providing City Council with an update on Ideas Day/Employee Suggestion Program.

Recommendation:

It is recommended that the Chief Administrative Officer report back to the Employee and Labour Relations Committee by the end of the second quarter of 2005, on a more appropriate date for the implementation of "Ideas Day".

On motion by Councillor Soknacki, the Employee and Labour Relations Committee recommended to the Policy and Finance Committee that City

Council adopt the staff recommendation in the Recommendations Section of the report (January 26, 2005) from the Chief Administrative Officer.

(Policy and Finance Committee – February 14, 2005)

**2-2. Quarterly Report - Grievance and Arbitration Activity - September to December 2004**

The Employee and Labour Relations Committee considered a report (February 7, 2005) from the Commissioner of Corporate Services providing the quarterly report of grievances and arbitration activity between September 18 and December 31, 2004.

Recommendation:

It is recommended that this report be received for information.

On motion by Councillor Soknacki, the Employee and Labour Relations Committee received the report (February 7, 2005) from the Commissioner of Corporate Services.

**2-3. Solid Waste Management: Labour Relations Success Story**

The Employee and Labour Relations Committee heard a presentation by Richard Butts, Director, Collections - South and West Districts, Solid Waste Management, Works and Emergency Services, outlining a Solid Waste Management: Labour Relations Success Story.

The following persons addressed the Employee and Labour Relations Committee:

- Bill Guthrie, Vice-President, Toronto Civic Employees' Union, CUPE Local 416; and
- Dave Hewitt, Unit Chair, Toronto Civic Employees' Union, CUPE Local 416.

On motion by Councillor Davis, the Employee and Labour Relations Committee:

- (1) received the presentation by Richard Butts, Director, Collections - South and West Districts, Solid Waste Management, Works and Emergency Services, on the Solid Waste Management: Labour Relations Success Story; and

- (2) requested the Commissioner of Corporate Services (Executive Director of Human Resources) to submit a report to the Employee and Labour Relations Committee on how to use the examples learned from the Works and Emergency Services (Solid Waste), and other Departments, to develop a City-wide strategy to improve the labour relations climate within the City of Toronto.

On motion by Councillor Walker, the Employee and Labour Relations Committee met privately to discuss the following Items 2-4 to 2-7, having regard that the subject matters relate to labour relations or employee negotiations, in accordance with the Municipal Act.

**2-4. Status of Collective Bargaining – Verbal Update  
(In-Camera – Labour Relations or Employee Negotiations)**

The Employee and Labour Relations Committee was given a confidential presentation by Mr. Bill Adams, Director of Employee and Labour Relations, on the status of collective bargaining, and in accordance with the Municipal Act discussions on this matter were held in-camera as it relates to labour relations or employee negotiations.

The following persons addressed the Employee and Labour Relations Committee:

- Richard (Sandy) Douglas, Director of Human Resources, Exhibition Place;
- Lisa Walsh, Director of Employee Relations, Toronto Transit Commission;
- Curt Shalapata, Manager of Human Resources, Toronto Zoo; and
- Jill Garrard, Manager of Human Resources, Toronto Public Library.

The following Members of Council also addressed the Employee and Labour Relations Committee:

- Councillor Doug Holyday, Etobicoke Centre; and
- Councillor Denzil Minnan-Wong, Don Valley East.

The Employee and Labour Relations Committee received the confidential presentation.

**2-5. Amendments to the Employment Standards Act, 2000 (Bill 63) The City of Toronto's Implementation Process and Action Plan (In-Camera – Labour Relations or Employee Negotiations)**

The Employee and Labour Relations Committee considered a confidential report (February 10, 2005) from the Commissioner of Corporate Services entitled "Amendments to the Employment Standards Act, 2000 (Bill 63) The City of Toronto's Implementation Process and Action Plan", such report to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

On motion by Councillor Soknacki, the Employee and Labour Relations Committee received the confidential report (February 10, 2005) from the Commissioner of Corporate Services for information.

**2-6. Proposed Settlement of Pay Equity Dispute of Former Local Area Managers, Social Services (In-Camera – Labour Relations or Employee Negotiations)**

The Employee and Labour Relations Committee considered a confidential report (February 7, 2005) from the City Solicitor and the Commissioner of Corporate Services entitled "Proposed Settlement of Pay Equity Dispute of Former Local Area Managers, Social Services", such report to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

The Employee and Labour Relations Committee adopted the recommendation contained in the confidential communication (February 14, 2005) from the City Clerk to the Policy and Finance Committee, such communication to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

(Policy and Finance Committee – Confidential – February 14, 2005)

**2-7. Eating Periods Under the Employment Standards Act, 2000 (the "Act") (In-Camera – Labour Relations or Employee Negotiations)**

The Employee and Labour Relations Committee considered a confidential report (February 14, 2005) from the City Solicitor and the Commissioner of Corporate Services entitled "Eating Periods Under the Employment Standards Act, 2000 (the "Act)", such report to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

The Employee and Labour Relations Committee adopted the recommendation contained in the confidential communication (February 14,

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2005) from the City Clerk to the Policy and Finance Committee, such communication to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

(Policy and Finance Committee – Confidential – February 14, 2005)

The Employee and Labour Relations Committee adjourned its meeting at 11:30 a.m.

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Chair.