

THE CITY OF TORONTO

City Clerk's Office

Minutes of the Employee and Labour Relations Committee

Meeting 3

Wednesday, March 9, 2005

The Employee and Labour Relations Committee met on Wednesday, March 9, 2005, in Committee Room 2, 2nd Floor, City Hall, Toronto, commencing at 9:41 a.m.

Attendance

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

	9:41 a.m. to 11:20 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 Di Giorgio, the Employee and Labour Relations Committee confirmed the minutes of its meeting held on February 14, 2005.

3-1. Human Rights 2004 Annual Report

The Employee and Labour Relations Committee considered a report (February 25, 2005) from the Chief Administrative Officer presenting an overview of the Human Rights Office activities and initiatives for the year 2004.

Recommendation:

It is recommended that the annual report be forwarded to City Council for information.

The Employee and Labour Relations Committee received the report (February 25, 2005) from the Chief Administrative Officer and forwarded a copy to the Policy and Finance Committee, and Council, for information.

(Policy and Finance Committee – March 9, 2005)

3-2. Police Reference Checks, Homes for the Aged

The Employee and Labour Relations Committee considered a communication (February 18, 2005) from the City Clerk advising that the Advisory Committee on Homes for the Aged on February 18, 2005:

- (1) recommended to the Community Services Committee that City Council adopt staff recommendations (1) to (5) contained in the report (February 16, 2005) from the General Manager, Homes for the Aged, respecting Police Reference Checks, Homes for the Aged; and
- (2) referred the report of the General Manager, Homes for the Aged, to the Employee and Labour Relations Committee for deliberation with respect to any employment law related implications, in accordance with Recommendation (6).

On motion by Councillor Di Giorgio, the Employee and Labour Relations Committee referred Recommendation (6) contained in the report (February 16, 2005) from the General Manager, Homes for the Aged, to the Commissioner of Community and Neighbourhood Services (General Manager, Homes for the Aged), in consultation with the City Solicitor, for a further report to the Employee and Labour Relations Committee when the protocol has been developed.

On motion by Councillor Di Giorgio, the Employee and Labour Relations Committee met privately to discuss the following Item 3-3, having regard that the subject matter relates to labour relations or employee negotiations, in accordance with the Municipal Act.

3-3. 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.

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The Employee and Labour Relations Committee had before it a document entitled "Ontario Wage Settlements – CUPE" for information.

The following persons addressed the Employee and Labour Relations Committee:

- Lisa Walsh, Director of Employee Relations, Toronto Transit Commission;
- Issie Berger, Senior Coordinator, Human Resources, Corporate Services Department (respecting the Toronto Zoo);
- Dan Keon, Director of Human Resources, Toronto Public Library;
- Bill Gibson, Director of Human Resources, Toronto Police Service; and
- Maria Ciani, Manager of Labour Relations, Toronto Police Service.

Councillor Denzil Minnan-Wong, Don Valley East, also addressed the Employee and Labour Relations Committee:

The Employee and Labour Relations Committee received the confidential presentation.

**3-4. Personnel Matter
(In-Camera – Personal Matters about an Identifiable Individual)**

The Employee and Labour Relations Committee withdrew this matter at the request of the Commissioner of Corporate Services.

The Employee and Labour Relations Committee adjourned its meeting at 11:20 a.m.

Chair.