

THE CITY OF TORONTO

City Clerk's Office

Minutes of the Employee and Labour Relations Committee

Meeting 4

Thursday, April 7, 2005

The Employee and Labour Relations Committee met on Thursday, April 7, 2005, in Committee Room 2, 2nd Floor, City Hall, Toronto, commencing at 9:35 a.m.

Attendance

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

	9:35 a.m. to 11:15 a.m. (Including In-Camera Session)
Mayor David R. Miller, Chair	X
Councillor Sandra Bussin	-
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 Davis, the Employee and Labour Relations Committee confirmed the minutes of its meeting held on March 9, 2005.

4-1. Final Workforce Reduction Costs in 2004

The Employee and Labour Relations Committee considered a report (March 1, 2005) from the Commissioner of Corporate Services and the Chief Financial Officer and Treasurer providing an update on actual costs charged to the Workforce Reduction Reserve in 2004 for staff exit costs from the separation of employees.

Recommendation:

It is recommended that this report be received for information.

On motion by Councillor Davis, the Employee and Labour Relations Committee received the report.

4-2. Local 416 Job Evaluation Letters of Intent – Results of the Arbitration Award dated March 24, 2005 (In-Camera – Labour Relations or Employee Negotiations)

The Employee and Labour Relations Committee considered a confidential report (March 29, 2005) from the Commissioner of Corporate Services and the Chief Financial Officer and Treasurer entitled “Local 416 Job Evaluation Letters of Intent – Results of the Arbitration Award dated March 24, 2005”, such report to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

On motion by Councillor Di Giorgio, 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 (March 29, 2005) from the Commissioner of Corporate Services and the Chief Financial Officer and Treasurer.

(Policy and Finance Committee; c. Commissioner of Corporate Services; Chief Financial Officer and Treasurer – April 7, 2005)

4-3. Use of Students for Litter Picking – Verbal Update

On motion by Councillor Soknacki, the Employee and Labour Relations Committee deferred this matter to its next meeting to be held on May 12, 2005.

On motion by Councillor Soknacki, the Employee and Labour Relations Committee met privately to discuss the following Items 4-4 and 4-5, having regard that the subject matter relates to labour relations or employee negotiations, in accordance with the Municipal Act.

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

The Employee and Labour Relations Committee received a confidential presentation from 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.

**4-5. Use and Form of Employment Contracts for Senior Staff
(In-Camera – Labour Relations or Employee Negotiations)**

The Employee and Labour Relations Committee considered a confidential report (March 29, 2005) from Mayor David Miller entitled “Use and Form of Employment Contracts for Senior Staff”, such report to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

Eldon Bennett, Aird & Berlis LLP, addressed the Employee and Labour Relations Committee.

Councillor Bas Balkissoon, Scarborough-Rouge River, also addressed the Employee and Labour Relations Committee.

The Employee and Labour Relations Committee recommended that City Council adopt the recommendations contained in the confidential communication (April 7, 2005) from the Committee; and, further that, in accordance with the Municipal Act, discussions on this matter be held in-camera as the subject matter deals with Labour Relations or Employee Negotiations.

(City Council – April 7, 2005)

On motion by Councillor Soknacki, the Employee and Labour Relations Committee met privately to discuss the following Item 4-6, having regard that the subject matter relates to personal matters about identifiable individuals, in accordance with the Municipal Act.

**4-6. Appointments - Deputy City Managers (2 positions)
(In-Camera – Personal Matters about Identifiable Individuals)**

The Employee and Labour Relations Committee:

- (1) instructed the Interview Panel for the Deputy City Managers (2 positions) to submit its report directly to City Council on April 12, 2005;
- (2) requested the City Clerk to place this item on the City Council agenda as a time specific item for consideration on Tuesday, April 12, 2005, at 2:00 p.m.

The Employee and Labour Relations Committee adjourned its meeting at 11:15 a.m.

Chair.