

**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING 2**

Date of Meeting:	Thursday, March 9, 2006	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	

If the Employee and Labour Relations Committee wishes to meet in camera (privately), a motion must be made to do so, and the reason given (*Municipal Act, 2001*).

Declarations of Interest under the *Municipal Conflict of Interest Act*

Confirmation of Minutes – November 9, 2005 and February 20, 2006

Speakers/Presentations - A complete list will be distributed at the meeting.

Communications/Reports:

1. Harmonization of Sick Leave Plans for Management/Non-Union Employees

(Deferred from November 9, 2005)

Report (November 2, 2005) from the City Manager and the Deputy City Manager and Chief Financial Officer providing recommendations on the harmonization of the Sick Leave Plans for the Management and Non-Union employees of the City of Toronto.

Recommendations:

It is recommended that:

- (1) the Sick Leave Plan outlined in Appendix A and described in this report be approved for all Management and Non-Union employees who have entitlement to a Sick Leave Plan or Short Term Disability Plan;

- (2) that this policy supercede, replace and repeal any authorities, by-laws, policies and procedures of the seven former municipalities pertinent to Sick Leave Plans other than those covered by collective agreements;
- (3) that this policy be forwarded to each of the City's ABC's and that they be requested to implement the same policy for their management and non-union employees; and
- (4) that the appropriate City Officials be authorized to take the necessary action to give effect thereto.

EMPLOYEE AND LABOUR RELATIONS COMMITTEE
SUPPLEMENTARY AGENDA
MEETING 2

Date of Meeting:	Thursday, March 9, 2006	Enquiry: Candy Davidovits
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Additional Report:

1(a). Harmonization of Sick Leave Plans for Management and Non-Union Employees - Supplementary Report

Report (March 6, 2006) from the City Manager and Deputy City Manager and Chief Financial Officer providing a supplementary report on the harmonization of the Sick Leave Plans for the Management and Non-Union employees of the City of Toronto.

Recommendations:

It is recommended that:

- (1) the Short Term Disability plan outlined in this report (Appendix A – Harmonized Short Term Disability Plan – Management and Non-Union Employees) be approved for all Management and Non-Union employees who have entitlement to a Sick Leave Plan or Short Term Disability plan;
- (2) all Management and Non-Union employees be provided with a sufficient (12 month) notice period at the end of which they will be enrolled in the new Short Term Disability plan (Appendix A – Harmonized Short Term Disability Plan – Management and Non-Union Employees);
- (3) those employees currently in a Short Term Disability plan be enrolled in the new Short Term Disability plan (Appendix A – Harmonized Short Term Disability plan – Management and Non-Union Employees) on the implementation date following the notice period;

- (4) those employees currently in a Sick Leave Plan be enrolled in the new Short Term Disability plan (Appendix A – Harmonized Short Term Disability plan - Management and Non-Union Employees) on the implementation date following the notice period and in addition have their sick bank balances frozen. The sick bank balances can be used to top-up future Short Term Disability plan payments or be held for payout upon the employee's termination. The payout will be based upon the number of days, the salary and the service as at the date of implementation. The remaining provisions of the payout still apply, based on the terms of the plan from the former municipality;
- (5) this policy supersede, replace and repeal any authorities, by-laws, policies and procedures of the seven former municipalities pertinent to Sick Leave Plans and Short Term Disability plans other than those covered by collective agreements;
- (6) this policy be forwarded to each of the City's ABC's and that they be encouraged to implement the same policy for their Management and Non-Union employees; and,
- (7) the appropriate City Officials be authorized to take the necessary action to give effect thereto.