

**THE CITY OF TORONTO**

**City Clerk's Office**

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

**Meeting 4**

**Monday, June 19, 2006**

The Employee and Labour Relations Committee met on Monday, June 19, 2006, 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 10:41 a.m. (Including In-Camera Session)
Mayor David R. Miller, Chair	X
Councillor Sandra Bussin	X
Councillor Frank Di Giorgio	X
Councillor Rob Ford	X
Councillor Cliff Jenkins	X
Councillor David Soknacki	-
Councillor Sylvia Watson	X

Confirmation of Minutes.

On motion by Councillor Di Giorgio, the Employee and Labour Relations Committee confirmed the minutes of its meeting held on May 10, 2006.

**4-1. Conditions of Employment – Council Staff**

The Employee and Labour Relations Committee considered the following:

- (i) report (April 20, 2006) from the City Clerk responding to a request from the January 20, 2006, Administration Committee meeting regarding mechanisms whereby the City's overtime costs do not apply to staff of Councillor's offices; and seeking Council approval to amend the conditions of employment and contracts for Council staff beginning with the new Council term which will enable Councillors to more effectively manage the operation of their offices through greater flexibility in human resource and payroll administration.

Recommendations:

It is recommended that:

- (1) the current overtime and lieu time policy for Councillor staff continue;
  - (2) effective December 1, 2006, Councillors cannot choose to pay out lieu time for those staff currently earning lieu time for overtime worked, except as a final payment for resignations or terminations. Council staff contracts be amended to reflect this change to coincide with the new term of Council that begins December 1, 2006;
  - (3) effective December 1, 2006, the current conditions of employment for Council staff be amended to reclassify the Council group of employees as a unique, separate sub-group of the non-union group of employees for the purposes of payroll and human resource administration, and that the staff contracts reflect these approved changes; and
  - (4) the appropriate City officials be authorized and directed to take the necessary action to give effect thereto; and
- (ii) briefing note (June 12, 2006) from the City Clerk providing information on the results of the consultation with Councillors on this issue.

Councillor Frances Nunziata, York South-Weston, addressed the Employee and Labour Relations Committee.

The Employee and Labour Relations Committee:

- (1) postponed consideration of the report (April 20, 2006) from the City Clerk to the next meeting of the Employee and Labour Relations Committee to be held on July 13, 2006;

**(Motion by Councillor Watson)**

- (2) requested the Director of Pension, Payroll and Employee Benefits to submit a report to the next meeting of the Employee and Labour Relations Committee on the financial impact of extending the implementation date of the new Short Term Disability Plan for Councillors' staff from January 1, 2008, to February 1, 2008, March 1, 2008, or June 1, 2008.

**(Motion by Councillor Di Giorgio)**

The following motion by Councillor Ford was ruled redundant:

“That the City Clerk be requested to submit a report to the Employee and Labour Relations Committee on the total amount paid out in lieu time to Councillors’ staff.”

**4-2. Occupational Health and Safety Report – First Quarter, 2006**

The Employee and Labour Relations Committee considered a report (May 18, 2006) from the City Manager and the Executive Director of Human Resources reporting on the status of the City’s health and safety system and providing information on health and safety activities, priorities and performance during the first quarter of 2006.

Recommendation:

It is recommended that this report be received and forwarded to Council for information.

On motion by Councillor Watson, the Employee and Labour Relations Committee received the report (May 18, 2006) from the City Manager and the Executive Director of Human Resources and forwarded a copy to the Policy and Finance Committee, and City Council, for information.

(Policy and Finance Committee – June 19, 2006)

**4-3. Pandemic Influenza – Human Resource Preparedness**

The Employee and Labour Relations Committee considered a report (May 31, 2006) from the City Manager providing information as requested by the Employee and Labour Relations Committee regarding the Human Resource Division’s business continuity planning for an influenza pandemic emergency.

Recommendation:

It is recommended that this report be received for information.

The Employee and Labour Relations Committee received the report (May 31, 2006) from the City Manager for information.

**4-4. Human Rights 2005 Annual Report**

The Employee and Labour Relations Committee considered a report (June 1, 2006) from the City Manager presenting an overview of the Human Rights Office activities for 2005.

Recommendation:

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

On motion by Councillor Di Giorgio, the Employee and Labour Relations Committee received the report (June 1, 2006) from the City Manager and forwarded a copy to the Policy and Finance Committee, and City Council, for information.

(Policy and Finance Committee – June 19, 2006)

**4-5. Employment-Related Policies: Non-Union**

The Employee and Labour Relations Committee considered a report (June 1, 2006) from the Executive Director, Human Resources, providing information on Human Resources employment-related policies, programs and procedures.

Recommendation:

It is recommended that the attached package of employment-related policies, programs and procedures be received for information.

On motion by Councillor Jenkins, the Employee and Labour Relations Committee received the report (June 1, 2006) from the Executive Director, Human Resources, for information.

On motion by Councillor Watson, the Employee and Labour Relations Committee met privately to discuss the following Item 6-6, as the subject matter relates to labour relations or employee negotiations, in accordance with the Municipal Act.

**6-6. Settlement of Class Action – Markle and Horsley vs. City of Toronto**

The Employee and Labour Relations Committee considered a confidential report (June 12, 2006) from the Deputy City Manager and Chief Financial Officer and the City Solicitor entitled “Settlement of Class Action – Markle and Horsley vs. City of Toronto”, such report be to considered in-camera as the subject matter relates to labour relations or employee negotiations.

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On motion by Councillor Watson, the Employee and Labour Relations Committee recommended to the Policy and Finance Committee that City Council adopt the recommendation in the confidential communication (June 19, 2006) from the City Clerk to the Policy and Finance Committee.

(Policy and Finance Committee – June 19, 2006 – Confidential)

The Employee and Labour Relations Committee adjourned its meeting at 10:15 a.m.

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Chair.