

Employee and Labour Relations Committee

Meeting No.	4	Contact	Yvonne Davies, Committee Administrator
Meeting Date	Wednesday, April 25, 2007	Phone	416-392-7443
Start Time	1:00 PM	E-mail	ydavies@toronto.ca
Location	Committee Room 1, City Hall		

Attendance

Members of the Employee and Labour Relations Committee were present for some or all of the time periods indicated under the section headed, "Meeting Sessions", which appears at the end of the Minutes.

Mayor David Miller, Chair	X
Councillor Pam McConnell, Vice-Chair	X
Councillor Sandra Bussin	X
Councillor Janet Davis	X
Councillor Frank Di Giorgio	X
Councillor Doug Holyday	X
Councillor Cliff Jenkins	X

Minutes

On motion by Councillor Davis, the Employee and Labour Relations Committee confirmed the minutes of its meeting held on March 20, 2007.

Communications/Reports

EL4.1	Information	Amended	Ward: All
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Collective Bargaining Mandate – Local 3888 Confidential Presentation

Confidential - Presentation - Labour relations or employee negotiations

(April 13, 2007) report from City Manager

Recommendations

It is recommended:

1. That the Employee and Labour Relations Committee adopt the confidential instructions to staff contained in the confidential presentation. (To be provided at the meeting)

2. That the City's bargaining team report back to Employee and Labour Relations Committee upon the conclusion of bargaining.

Implementation Points

The City's bargaining team is given direction regarding its mandate once approved by the Committee.

Financial Impact

As of December 31, 2005, the gross payroll for the Local 3888 unit was approximately \$271.5 million covering 3,100 employees.

This mandate, which involves consideration of costs of salaries and benefits will have financial implications at the conclusion of collective bargaining. Those implications will be addressed in any subsequent briefings and reports.

Summary

The purpose of this report is to provide an update to the Committee and to seek approval for a final mandate for collective bargaining with the Toronto Professional Fire Fighters' Association, I.A.F.F. Local 3888. A confidential document will be provided to the Committee during the in camera meeting.

On January 26, 2007, a confidential report and attachment were brought to Employee & Labour Relations Committee requesting approval of a mandate for commencement of interest-based collective bargaining with the Toronto Professional Fire Fighters' Association, Local 3888. (<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-867.pdf>) The parties had been successful in negotiating a new collective agreement in 2003 using an interest-based approach. The Committee adopted the recommendations of the report with an amendment that the City's bargaining team report back to Employee and Labour Relations Committee as required and upon the conclusion of bargaining.

Decision Advice and Other Information

On motion by Mayor Miller, the Employee and Labour Relations Committee issued confidential instructions to staff respecting the Collective Bargaining Mandate - Local 3888, such instructions to remain confidential in accordance with the provisions of the City of Toronto Act, 2006, as it contains information related to labour relations or employee negotiations.

The Director, Employee and Labour Relations, the Senior Coordinator, Employee and Labour Relations and the Deputy Fire Chief, gave a presentation to the Employee and Labour Relations Committee respecting the Collective Bargaining Mandate – Local 3888, details of which to remain confidential in accordance with the provisions of the City of Toronto Act, 2006, as it contains information related to labour relations or employee negotiations.

(City Manager; c.: Bruce Anderson, Director, Employee and Labour Relations; Jayne Allan, Senior Coordinator, Employee and Labour Relations; Mike Wiseman, Senior Coordinator, Employee and Labour Relations and Jim Shelton, Deputy Fire Chief – April 25, 2007)

Links to Background Information

Report - Collective Bargaining Mandate - Local 3888

<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2906.pdf>

EL4.2	Information	Received		Ward: All
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Status of a Former Employee of the Fair Wage Office**Confidential - Labour relations or employee negotiations - Attachment 1**

(April 12, 2007) report from City Manager

Summary

The General Government Committee, at its meeting of January 25, 2007, requested the City Manager to report on a Former Employee of the Fair Wage Office (the “Former Employee”) to the appropriate Committee. On February 15, 2007, I advised the General Government Committee that I would report on the matter to the Employee and Labour Relations Committee at its April 2007 meeting.

Confidential Information is found in Attachment 1.

Financial Impact

There are no financial implications arising out of this report at this time.

Decision Advice and Other Information

On motion by Councillor Jenkins the Employee and Labour Relations Committee received, for information, the report dated April 12, 2007, from the City Manager, providing a status of a former employee of the Fair Wage Office.

Links to Background Information

Report - Status of a Former Employee of the Fair Wage Office

<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-2899.pdf>

Confidential Attachment 1 - Employment Status - Fair Wage Office

Meeting Sessions

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2007-04-25	Afternoon	1:05 PM	1:10 PM	Public
2007-04-25	Afternoon	1:15 PM	2:45 PM	Closed
2007-04-25	Afternoon	2:50 PM	2:55 PM	Public