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## Employee and Labour Relations Committee

<b>Meeting No.</b>	5	<b>Contact</b>	Yvonne Davies, Committee Administrator
<b>Meeting Date</b>	Monday, June 11, 2007	<b>Phone</b>	416-392-7443
<b>Start Time</b>	8:30 AM	<b>E-mail</b>	ydavies@toronto.ca
<b>Location</b>	Committee Room 1, City Hall		

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### 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	
Councillor Sandra Bussin	
Councillor Janet Davis	X
Councillor Frank Di Giorgio	X
Councillor Doug Holyday	X
Councillor Cliff Jenkins	X

### Minutes

On motion by Councillor Holyday, the Employee and Labour Relations Committee confirmed the minutes of its meeting held on April 25, 2007.

### Communications/Reports

<b>EL5.1</b>	<b>ACTION</b>	Adopted	Policy	Ward: All
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### Memorandum of Agreement – Local 3888

#### Confidential - Attachment 1 - Labour relations or employee negotiations

(June 5, 2007) report from City Manager

**Recommendations**

The City Manager recommends:

1. That Council adopt the recommendations set out in Confidential Attachment 1; and
2. That Council release the recommendations embodied in the confidential attachment following ratification by Council of the Memorandum of Agreement.

**Implementation Points**

Salary adjustments for 2007 are to be made as soon as possible following ratification of the Memorandum of Agreement.

**Financial Impact**

The Memorandum of Agreement and the financial impact of this report are set out in Confidential Attachment 1.

The Deputy City Manager and Chief Financial Officer has reviewed this report and concurs with the comments identified in the financial implications and impact statement section.

**Summary**

The purpose of this report is to seek approval for the confidential attached Memorandum of Agreement to be referred to Council for ratification.

On April 26, 2007, a confidential report and presentation were brought to Employee and Labour Relations Committee requesting approval of a mandate to conclude negotiations between the City and the Toronto Professional Fire Fighters' Association, Local 3888. The mandate was approved, with amendments.

The parties met an additional 7 days, to a total of 31, and were successful in achieving a tentative agreement

**Committee Recommendations**

On motion by Mayor Miller the Employee and Labour Relations Committee recommended:

1. That Council adopt the recommendations set out in Confidential Attachment 1 to the report (June 5, 2007) from the City Manager.
2. That Council release the recommendations embodied in the confidential attachment following ratification by Council of the Memorandum of Agreement.

**Decision Advice and Other Information**

On motion by Councillor Di Giorgio the Employee and Labour Relations Committee requested the Mayor to submit this matter directly to Council for its meeting on June 19, 2007, in accordance with Municipal Code Chapter 27, Council Procedures section 27-62A.

On motion by Councillor Di Giorgio, the Employee and Labour Relations Committee provided confidential instructions to the Executive Director of Human Resources to report directly to Council for its meeting on June 19, 2007.

Councillor Jenkins was recorded as voting in the negative on the above motions.

(Mayor David Miller; c.: Executive Director, Human Resources – June 11, 2007)

### **Confidential Minute EL5.1**

#### **Links to Background Information**

Memorandum of Agreement - Local 3888

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4452.pdf>)

Memorandum of Agreement - Local 3888, Confidential Attachment 1

EL5.2	Information	Received	Transactional	Ward: All
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#### **Quarterly Report: Grievance and Arbitration Activity**

(May 30, 2007) report from Executive Director, Human Resources Division

#### **Summary**

To provide the quarterly report of grievance and arbitration activity between January 1 and March 31, 2007, for information.

#### **Financial Impact**

There are no immediate financial implications in relation to this report.

#### **Decision Advice and Other Information**

On motion by Councillor Holyday the Employee and Labour Relations Committee received this report for information.

#### **Links to Background Information**

Quarterly Report - Grievance and Arbitration Activity

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4454.pdf>)

EL5.3	Information	Received		Ward: All
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## Occupational Health and Safety Report - First Quarter 2007

(June 6, 2007) report from City Manager

### Summary

This report provides information on the status of the City's health and safety system, specifically on activities, priorities and performance during the first quarter of 2007. There was a significant decrease in the number of medical aid injuries and recurrences in the first quarter of 2007, relative to 2006. Overall, there was no significant decrease in the number of lost time injuries, relative to the first quarter of 2006. Occupational health and safety continuous improvement efforts continued in the first quarter. All divisions were requested to report to the Occupational Health and Safety Co-ordinating Committee on the status of their health and safety continuous improvement activities to date and their plans to achieve further reductions in workplace injuries and illnesses and improvements in workplace health and safety. The summarized information reported by divisions is incorporated into this report.

### Financial Impact

There are no financial implications to this report beyond what have already been approved in the current year's budget.

### Decision Advice and Other Information

On motion by Councillor the Employee and Labour Relations Committee received this report for information.

### Links to Background Information

- Occupational Health and Safety Report - First Quarter 2007  
(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4461.pdf>)
- Occupational Health and Safety Report - First Quarter 2007  
(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4462.pdf>)
- Occupational Health and Safety Report - First Quarter 2007  
(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4463.pdf>)
- Occupational Health and Safety Report - First Quarter 2007  
(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4464.pdf>)
- Occupational Health and Safety Report - First Quarter 2007  
(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4465.pdf>)
- Occupational Health and Safety Report - First Quarter 2007  
(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4466.pdf>)
- Occupational Health and Safety Report - First Quarter 2007  
(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-4467.pdf>)

**Meeting Sessions**

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2007-06-11	Morning	8:40 AM	8:45 AM	Public
2007-06-11	Morning	8:45 AM	9:00 AM	Closed
2007-06-11	Morning	9:00 AM	9:05 AM	Public

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Chair