



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING No. 1**

Date of Meeting: Monday, April 5, 2004 **Enquiry:** Candy Davidovits
Time: 9:30 a.m. **Committee Secretary**
Location: Committee Room 1 **416-392-8032**
City Hall **cdavidov@toronto.ca**
100 Queen Street West
Toronto, ON M5H 2N2

Declarations of Interest Pursuant to the Municipal Conflict of Interest Act

Deputations/Presentations:

List to be distributed at the meeting.

Communications/Reports:

1. Terms of Reference – Employee and Labour Relations Committee

Communication (March 5, 2004) from the City Clerk forwarding a copy of Clause No. 5 of Report No. 2 of the Policy and Finance Committee, headed “Terms of Reference for Roundtables on: Access, Equity and Human Rights; Arts and Culture; Beautiful City; Children, Youth and Education; Environment; Seniors; and the Employee and Labour Relations Committee”, which was adopted, without amendment by City Council on March 1, 2 and 3, 2004, wherein it is recommended that the following recommendation contained in the communication dated February 24, 2004, from COTAPSAI be referred to the Chief Administrative Officer for report to the first meeting of the Employee and Labour Relations Committee:

“(2) that the Terms of Reference of the Employee and Labour Relations Committee be amended to reflect the Terms of Reference of the former Personnel Sub-Committee.”

1(a). Communication (March 22, 2004) from the City Clerk advising that the City of Toronto Council, at its meeting held on March 1, 2 and 3, 2004, in adopting Clause No. 1 of Report No. 4 of the Striking Committee, headed “Appointments of Members of Council to the Employee and Labour Relations Committee; Roundtable on Access, Equity and Human Rights; Roundtable on Arts and Culture; Roundtable on a Beautiful City; Roundtable on Education, Children and Youth; Roundtable on the Environment; and

Roundtable on Seniors”, appointed the following Members of Council to the Employee and Labour Relations Committee, for a term of office expiring May 31, 2005:

Mayor David R. Miller, Chair;
 Councillor Frank Di Giorgio;
 Councilor Cliff Jenkins;
 Councillor Sandra Bussin, Deputy Mayor designated by the Mayor;
 Councillor Janet Davis, Vice-Chair, Administration Committee;
 Councillor David Soknacki, Chair, Budget Advisory Committee; and
 Councillor Michael Walker, Chair, Administration Committee.

2. Staff Presentation on Overview of Current Employee and Labour Relations Climate

3. Employee Separation Program Payment Review

Communication (March 5, 2004) from the City Clerk forwarding a copy of Clause No. 10 of Report No. 2 of the Audit Committee, headed “Employee Separation Program Payment Review”, which was adopted, without amendment, by City Council on March 1, 2 and 3, 2004, requesting that the Employee and Labour Relations Committee:

- (a) review the policies regarding severance packages and continuation pay to determine whether these policies are current, particularly with respect to continuation pay and a clawback provision regarding placement in a comparable job, so that the employee is not receiving salary in excess of City remuneration; and
- (b) develop a process which would ensure that all members of Council can be informed of the activities of the sub-committee.

4. Report on Local 3888 Memorandum of Agreement for the Term 2002-2006

Copy of a communication (February 13, 2004) from the City Clerk addressed to the Chief Administrative Officer advising that City Council, at its special meeting held on January 30 and February 12, 2004, adopted, as amended, the following Motion:

“Moved by: Deputy Mayor Pantalone

Seconded by: Councillor Rae

“WHEREAS the City of Toronto and the Toronto Professional Fire Fighters’ Association, Local 3888 engaged in collective bargaining from September 2, 2003 to December 23, 2003; and

WHEREAS the City of Toronto and the Toronto Professional Fire Fighters' Association have signed a Memorandum of Agreement in respect of the terms and conditions for the collective agreement covering the term; and

WHEREAS the City of Toronto and the Toronto Professional Fire Fighters' Association have committed to recommend the Memorandum of Agreement to their principals; and

WHEREAS the financial impacts associated with this Motion are described in the attached confidential joint report dated January 16, 2004, from the Commissioner of Works and Emergency Services, the Chief Financial Officer and Treasurer and the Commissioner of Corporate Services;

NOW THEREFORE BE IT RESOLVED THAT City Council give consideration to the attached confidential joint report dated January 16, 2004, from the Commissioner of Works and Emergency Services, the Chief Financial Officer and Treasurer and the Commissioner of Corporate Services, and that such report be adopted;

AND BE IT FURTHER RESOLVED THAT the Chair of the Toronto Police Services Board be requested to submit a report to City Council, through the Employee and Labour Relations Committee, on:

- (1) how the retention bonus was included as part of the base salary of the Toronto Police Service; and
- (2) the current arrangements with regard to the compressed work week;

AND BE IT FURTHER RESOLVED THAT the Chief Administrative Officer be requested to submit a report to the Employee and Labour Relations Committee with respect to collective bargaining and wage rates within the emergency services (Police, Fire and Emergency Medical Services), such report to include broader public sector comparators and serve as the basis for discussion with the Province of Ontario;

AND BE IT FURTHER RESOLVED THAT the Chief Administrative Officer, the Commissioner of Corporate Services and the Commissioner of Works and Emergency Services be requested to submit a joint report to the next regular meeting of City Council scheduled to be held on March 1, 2004, on:

- (1) the dates of the meetings and briefings with any elected official that were held after September 1, 2003, with regard to this particular contract; and
- (2) the actual hourly wage rate and other benefits the fire fighters in Toronto will be earning if the contract is approved, as compared to Windsor and Hamilton;

AND BE IT FURTHER RESOLVED THAT the Chief Financial Officer and Treasurer and the labour negotiators from both the City of Toronto and the Toronto Police Service be requested to convene a meeting to exchange information and negotiation strategies, prior to the next round of negotiations;

AND BE IT FURTHER RESOLVED THAT the Chief Financial Officer and Treasurer be requested to submit a report to the Policy and Finance Committee, through the Employee and Labour Relations Committee, on a comparison of the benefits for the Toronto Fire Fighters' Association, C.U.P.E. Locals 79 and 416 and the City of Toronto's non-union employees;

AND BE IT FURTHER RESOLVED THAT the Commissioner of Works and Emergency Services and the Fire Chief and General Manager be requested to submit a report to Council, through the Policy and Finance Committee, in six months' time, on the pilot project."

5. Scheduling of Future Meetings

In-Camera In Accordance with the Municipal Act, a motion is required for the Committee to meet privately and the reason must be stated.

In Camera

6. Personnel Matter

(Note: The Chief Administrative Officer will report at the meeting on a personnel matter, such report to be considered in-camera having regard that the subject matter relates to personal matters about identifiable individuals.)