



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING No. 2**

Date of Meeting: Wednesday, May 5, 2004 **Enquiry:** Candy Davidovits
Time: 12:30 p.m. **Committee Secretary**
Location: Committee Room 3 **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

Confirmation of Minutes - April 5, 2004

Deputations/Presentations:

List to be distributed at the meeting.

Communications/Reports:

1. Current Pay-for-Performance Policy for Non-Union Staff in the City of Toronto

(Staff Presentation)

- 1(a).** (April 23, 2004) from Councillor John Filion, Chair, Board of Health, responding to the memo from Mayor Miller and Councillor Soknacki dated April 20, 2004, regarding salary increases for non-union staff; advising that Public Health staff are all employees of the City of Toronto and, as such, abide by City compensation policy.
- 1(b).** (April 26, 2004) from City Librarian, Toronto Public Library, providing information on the non-union compensation plan at the Toronto Public Library; advising that in March 2003, the Toronto Public Library approved the performance pay model component of the program, previously approved by City Council in February 2003; that the Toronto Public Library Board has implemented the performance pay model for management and exempt staff in accordance with the provisions of the City of Toronto Non-Union Compensation Program; and that implementation of salary adjustments has not taken place for 2004, pending direction from the City.

2. Update on Labour Relations Initiatives in Preparation for Collective Bargaining

(A verbal update will be provided by staff at the meeting.)

3. Schedule of Meetings for Remainder of 2004

(April 26, 2004) from the City Clerk proposing that the Employee and Labour Relations Committee approve the following schedule of meetings for the remainder of 2004:

- Friday, June 4, 2004 2:00 p.m.
- Wednesday, July 7, 2004 9:30 a.m.
- Thursday, September 9, 2004
- or
Monday, September 13, 2004 9:30 a.m. (September meeting date to be confirmed)
- Thursday, October 7, 2004 9:30 a.m.
- Thursday, November 4, 2004 9:30 a.m.
- Thursday, December 9, 2004 9:30 a.m.



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
SUPPLEMENTARY AGENDA
MEETING No. 2**

Date of Meeting:	Wednesday, May 5, 2004	Enquiry: Candy Davidovits
Time:	12:30 p.m.	Committee Secretary
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Additional Communications/Reports:

1. Current Pay-for-Performance Policy for Non-Union Staff in the City of Toronto

1(c). Excerpt from the minutes of the meeting of Heritage Toronto held on January 22, 2003, providing information on the practice of Heritage Toronto respecting Employee Salary and Wage Adjustments and on Employee Performance Pay.

2. Update on Labour Relations Initiatives in Preparation for Collective Bargaining

(April 28, 2004) from Mayor David Miller advising that he has requested Tim Armstrong, a highly respected arbitrator, to assist the City of Toronto in clearing outstanding labour relations issues off the table; that he has requested the City's Director of Employee and Labour Relations and the Presidents of CUPE Locals 416 and 79 to cooperate with Mr. Armstrong in this process; and requesting the Committee's support of this effort to improve the labour relations climate at the City.

4. Status of Service Improvement Initiatives

(May 4, 2004) from Mayor David Miller advising that a priority of the Employee and Labour Relations Committee is to develop a strategy consistent with Council direction to have the City operate within a climate of continuous improvement; and recommending that the Chief Administrative Officer be requested to report back to the June meeting of the Committee on the discussions that have occurred to date with CUPE Locals 79 and 416 and COTAPSA regarding the ongoing service improvement initiatives, including a framework for the implementation of a continuous improvement process for the City.