



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING No. 3**

Date of Meeting:	Friday, June 4, 2004	Enquiry:	Candy Davidovits
Time:	2:00 p.m.		Committee Secretary
Location:	Committee Room 1		416-392-8032
	City Hall		cdavidov@toronto.ca
	100 Queen Street West		
	Toronto, ON M5H 2N2		

Under the *Municipal Act, 2001*, the Employee and Labour Relations Committee must adopt a motion to meet In-camera (privately) and the reason must be given.

Declarations of Interest under the *Municipal Conflict of Interest Act*

Confirmation of Minutes – May 5, 2004

Deputations/Presentations - A complete list will be distributed at the meeting.

Communications/Reports:

1. Comparison of City of Toronto Benefit Plans

Report (April 24, 2004) from the Chief Financial Officer and Treasurer providing information on the benefit plans provided to members of CUPE Local 79, CUPE Local 416, IAFF Local 3888, management and non-union employees of the City of Toronto; advising that these benefits are subject to collective bargaining and approval by City Council and therefore some of the levels of coverage differ amongst the various employee groups; that the cost of providing benefit plans continues to increase on an annual basis due to inflation and increased utilization; that as a result of this, staff in the Benefits and Employee Services section of the Finance Department continue to review the utilization of the plans to ensure the plans are properly administered; and that staff must continue to work closely with Labour Relations during collective bargaining to ensure that benefit industry standards and best practices are negotiated.

Recommendation:

It is recommended that this report be received as information.

2. Salary and Selected Benefit Information for Police, Fire and Paramedic Services in Ontario

Joint report (May 20, 2004) from the Chief Administrative Officer, the Commissioner of Corporate Services and the Commissioner of Works and Emergency Services reporting, as requested by City Council on February 12, 2004, on salary and benefit information for Police, Fire and Paramedic services across Ontario.

Recommendation:

It is recommended that the report be received for information purposes.

3. Human Rights 2003 Annual Report

Report (April 27, 2004) from the Chief Administrative Officer presenting an overview of the Human Rights Office activities and initiatives for the year 2003; advising that the focus of the Human Rights Office, Human Resources Division, is on prevention, through: (1) the provision of advice, consultation enquiries and interventions, (2) complaints management, (3) education and communication, (4) policy development, and (5) community/stakeholder liaison; that the Human Rights Office will continue its proactive activities to equip employees and managers with the knowledge and skills required to prevent and address Human Rights issues in the workplace; and that these consultation, education and dispute resolution efforts are expected to bring positive results in providing a workplace free from harassment and discrimination which fosters a safe, healthy and equitable workplace.

Recommendation:

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

4. Employee Separation Program

Report (May 21, 2004) from the Commissioner of Corporate Services providing information to the Employee and Labour Relations Committee in response to recommendation 6(a) and (b) from the Audit Committee report headed "Employee Separation Program Payment Review" as adopted by Council on March 1, 2 and 3, 2004.

Recommendation:

It is recommended that this report be received for information.

5. Monetary Assistance to Surviving Spouses and Dependant Children of Firefighters

Report (May 17, 2004) from the Chief Financial Officer and Treasurer proposing that effective January 1, 1998, annual CPI increases be granted in the monetary assistance benefits provided by the City to the surviving spouses and dependant children of members of the Toronto Fire Department Superannuation and Benefit Fund (pre-OMERS) who were killed, or died as a result of injuries sustained, in the line of duty, on the same basis as has been applicable to survivor benefits payable by the Workplace Safety and Insurance Board from that date.

Recommendations:

It is recommended that:

- (1) By-law No. 1994-0716 of the former City of Toronto, as amended to date, be further amended by adding thereto a new section 2 providing that at the beginning of each calendar year, commencing with 1998 but without interest on back payments, all monthly benefit amounts called for therein be increased by any percentage increase in the Canada All-Item Consumer Price Index over the 12-month period ending on October 31 of the previous calendar year;
- (2) authority be granted for the introduction in Council of the necessary Bill to give effect to Recommendation (1); and
- (3) the appropriate City officials be authorized and directed to take the necessary action to give effect to Recommendations (1) and (2).

6. Final Workforce Reduction Costs in 2003

Joint report (May 18, 2004) from the Commissioner of Corporate Services and the Chief Financial Officer and Treasurer providing an update on actual costs charged to the Workforce Reduction Reserve in 2003 for staff exit costs arising from the separation of employees.

Recommendation:

It is recommended that this report be received for information.

7. Grievance History and Steps Taken to Address the Backlog

Report (June 4, 2004) from the Commissioner of Corporate Services providing a history of the backlog of grievances from 1998 to present as well as steps taken to address the grievance backlog.

Recommendation:

It is recommended that the Employee and Labour Relations Committee receive this report for information.

8. Attendance Management Program

Report (May 26, 2004) from the Commissioner of Corporate Services reporting back on the results of the discussions with CUPE Local 79, CUPE Local 416 and COTAPSA on the review of the attendance management program, as well as to report on the annual absenteeism rates for City Departments.

Recommendation:

It is recommended that this report be received for information.

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

9. City of Toronto and T.C.E.U., Local 416, C.U.P.E. Grievances re Paramedic Level 1 Wage Rate (Symptom Relief)

Confidential report (May 20, 2004) from the Commissioner of Corporate Services respecting the City of Toronto and T.C.E.U., Local 416, C.U.P.E. Grievances re Paramedic Level 1 Wage Rate (Symptom Relief), such report to be considered in camera as the subject matter relates to labour relations.

In Camera

10. Abolition of Mandatory Retirement

Confidential report (May 14, 2004) from the City Solicitor respecting the Abolition of Mandatory Retirement, such report to be considered in-camera as the subject matter relates to labour relations.

10(a). Report (May 20, 2004) from the Commissioner of Corporate Services providing information requested on the implications of the abolition of mandatory retirement as well as on the issues in preparation for the impending legislation.

Recommendation:

It is recommended that this report be received for information.

- 10(b).** Communication (May 1, 2004) from Mr. David J. Foreman respecting the Abolition of Mandatory Retirement, such communication to be considered in-camera as it contains personal information about an identifiable individual.

11. Alternate Rate/Incremental Pay Grievance

Communication (May 10, 2004) from Councillor Michael Walker, St. Paul's, respecting an Alternate Rate/Incremental Pay Grievance, such communication to be considered in-camera as the subject matter relates to personal information about an identifiable individual.

In Camera

12. Personnel Matter

(Note: A confidential report from the Chief Administrative Officer on this matter will be submitted at the meeting.)

13. Participation in Career Bridge Program Initiated by the Toronto City Summit Alliance and the Toronto Region Immigrant Employment Council (TRIEC)

(Note: A report from the Commissioner of Corporate Services on this matter will be distributed as soon as possible.)