



**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING 5**

Date of Meeting: Thursday, September 9, 2004 **Enquiry:** Candy Davidovits
Time: 9:30 a.m. **Committee Secretary**
Location: Committee Room 2 **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 – July 5, 2004

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

Communications/Reports:

1. Implementation of the Changes to the Employee Separation Program

Report (August 18, 2004) from the Commissioner of Corporate Services providing an update to the Employee and Labour Relations Committee on the implementation of the new separation program requirements arising out of the recommendations of the Auditor General adopted by Council on March 1, 2 and 3, 2004; advising that new administrative processes will be implemented in conjunction with the practices presently in place to assist in pro-actively following up with employees who are required to declare comparable employment, to remind employees of their obligation to declare comparable employment and avoid ambiguity as to whether employment is comparable by communicating a precise definition, and to identify action steps when a completed Notarized Declaration is not returned by the deadline.

Recommendation:

It is recommended that the Employee and Labour Relations Committee adopt the implementation plan as outlined.

2. Employee Suggestion Program

Report (August 30, 2004) from the Chief Administrative Officer reporting as requested by Council on June 22, 23 and 24, 2004, on the Employee Suggestion Program used in Phoenix, Arizona, and how it can be adapted to the City of Toronto.

Recommendations:

It is recommended that:

- (1) the Chief Administrative Officer consult with the Presidents of TCEU Local 416, CUPE Local 79, TPFPA Local 3888 and the Executive Director of COTAPSAI on the framework and implementation of Ideas Day prior to implementation;
- (2) the Chief Administrative Officer establish and administer an “Ideas Day” for City of Toronto employees during the first quarter of 2005, focused on Council’s priorities for the 2003-2006 term, and report to the Policy and Finance Committee during the second quarter of 2005 on the results of the “Ideas Day”; and
- (3) the appropriate City Officials be authorized and directed to take the necessary action to give effect thereto.

3. Organization Review of Family Health and Health Lifestyles – Toronto Public Health

Copy of communication (July 15, 2004) from the Secretary, Board of Health, to the Acting Medical Officer of Health advising that the Board of Health on July 12, 2004, referred the communication (July 5, 2004) from the Employee and Labour Relations Committee regarding the “Organizational Review of Family Health and Healthy Lifestyles – Toronto Public Health” to the Toronto Public Health Executive Management Team with a request that it meet with representatives of CUPE Local 79 with a view to working out implementation issues related to the restructuring of Family Health and Healthy Lifestyles and report back to the Board.

4. Disposition of Toronto Transit Commission’s Retained Earnings

Communication (July 19, 2004) from the General Secretary, Toronto Transit Commission, advising that the Commission’s Audit Committee on July 14, 2004, received a memorandum dated July 14, 2004 from the Chief General Manager entitled “Disposition of TTC’s Retained Earnings” and referred this matter to the Employee and Labour Relations Committee with a request that it recommend an alternative method of funding the liability associated with the Pensioner Dental Benefit.

5. Compensation Program – Non-Union Staff

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