

**THE CITY OF TORONTO**

**City Clerk's Office**

**Minutes of the Employee and Labour Relations Committee**

**Meeting 6**

**Thursday, October 7, 2004**

The Employee and Labour Relations Committee met on Thursday, October 7, 2004, in Meeting Room C, 2nd Floor, City Hall, Toronto, commencing at 9:36 a.m.

Attendance

Members were present for some or all of the time periods indicated.

	9:36 a.m. to 10:29 a.m. (Including In-Camera Session)
Mayor David R. Miller, Chair	X
Councillor Sandra Bussin	-
Councillor Janet Davis	X
Councillor Frank Di Giorgio	X
Councillor Cliff Jenkins	X
Councillor David Soknacki	X
Councillor Michael Walker	-

Confirmation of Minutes.

On motion by Councillor Jenkins, the Employee and Labour Relations Committee confirmed the minutes of its meeting held on September 9, 2004.

**6-1. Quarterly Report – Grievance and Arbitration Activity – September 2004**

The Employee and Labour Relations Committee considered a report (October 5, 2004) from the Commissioner of Corporate Services providing a quarterly report of grievances and arbitration activity between June 15, 2004 and September 17, 2004.

Recommendation:

It is recommended that this report be received for information.

On motion by Councillor Di Giorgio, the Employee and Labour Relations Committee received the report (October 5, 2004) from the Commissioner of Corporate Services.

On motion by Councillor Di Giorgio, the Employee and Labour Relations Committee met privately to discuss the following Items 6-2, 6-3, 6-4 and 6-5, having regard that the subject matters relate to labour relations or employee negotiation issues and/or to personal matters about identifiable individuals, in accordance with the Municipal Act.

**6-2. Clearing the Path Initiative: Status and Update – October 2004**

The Employee and Labour Relations Committee considered a confidential report (October 5, 2004) from the Commissioner of Corporate Services and the Chief Financial Officer and Treasurer providing an update and status of issues raised (and associated costs) through the "Clearing the Path" initiative facilitated by Mr. Tim Armstrong with the City of Toronto and CUPE, Locals 79 and 416, such report to remain in-camera as it relates to labour relations or employee negotiations issues, in accordance with the Municipal Act.

The Employee and Labour Relations Committee recommended to the Policy and Finance Committee that City Council adopt the staff recommendations in the Recommendation Section of the confidential report (October 5, 2004) from the Commissioner of Corporate Services and the Chief Financial Officer and Treasurer, such report to remain in-camera as it relates to labour relations issues.

(Policy and Finance Committee – October 8, 2004)

**6-3. Collective Bargaining Strategy and Mandate – CUPE Local 79, CUPE Local 416 and CUPE Local 2998**

The Employee and Labour Relations Committee considered a confidential report (October 5, 2004) from the Commissioner of Corporate Services seeking approval for a mandate and strategy for collective bargaining with the Toronto Civic Employees' Union, Local 416 – Outside Workers, Canadian union of Public Employees, Local 79 – Inside Workers and Canadian Union of Public Employees, Local 2998 – Community Centre Workers, such report to remain in-camera as it relates to labour relations issues.

On motion by Councillor Soknacki, the Employee and Labour Relations Committee adopted the recommendation contained in the confidential communication (October 8, 2004) from the City Clerk to the Commissioner of Corporate Services, such communication to remain in-camera as it relates to labour relations issues.

(Commissioner of Corporate Services – October 8, 2004)

**6-4. Local 79 – Long Term Disability Benefits Increase**

The Employee and Labour Relations Committee considered a confidential report (October 5, 2004) from the Commissioner of Corporate Services seeking authority to augment the monthly payments made to certain employees in receipt of Long Term Disability benefits, such report to remain in-camera as it relates to personal matters about identifiable individuals, in accordance with the Municipal Act..

On motion by Councillor Soknacki, the Employee and Labour Relations Committee recommended to the Policy and Finance Committee that City Council adopt the recommendations in the Recommendations Section of the confidential report (October 5, 2004) from the Commissioner of Corporate Services.

(Policy and Finance Committee – October 8, 2004)

**6-5. Exclusion Grievances – Verbal Update**

Mr. Bill Adams, Director, Employee and Labour Relations, and Mr. George Monteith, Solicitor, gave verbal updates to the Employee and Labour Relations Committee on this matter, such up-date to remain in camera as it relates to labour relations issues, in accordance with the Municipal Act..

The Employee and Labour Relations Committee received the verbal update from the Director, Employee and Labour Relations and from the City Solicitor.

The Employee and Labour Relations Committee adjourned its meeting at 10:29 a.m.

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Chair.