

THE CITY OF TORONTO

City Clerk's Office

Minutes of the Employee and Labour Relations Committee

Meeting 7

Thursday, November 4, 2004

The Employee and Labour Relations Committee met on Thursday, November 4, 2004, in Committee Room 2, 2nd Floor, City Hall, Toronto, commencing at 9:35 a.m.

Attendance

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

	9:35 a.m. to 11:15 a.m. (Including In-Camera Session)
Mayor David R. Miller, Chair	X
Councillor Sandra Bussin	X
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 October 7, 2004.

7-1. Implementation of the Changes to the Employee Separation Program

The Employee and Labour Relations Committee considered the following:

- (i) communication (October 6, 2004) from the City Clerk advising that City Council on September 28, 29, 30 and October 1, 2004, referred Clause 31 of Policy and Finance Committee Report 7 entitled "Implementation of the Changes to the Employee Separation Program" to the Employee and Labour Relations Committee for consideration at its November 2004 meeting, with a request that the Commissioner of Corporate Services provide the Committee with the following:
 - the contract containing the Revision to Contract language, showing both the previous and revised wording;
 - the actual research material on severance treatment in the private/public sector; and

- the actual research data supporting the 90 percent criteria on salary and benefits;

and that Councillor Balkissoon be invited to attend the meeting at which this matter will be considered; and

- (ii) report (November 2, 2004) from the Commissioner of Corporate Services providing additional information with respect to the implementation of the new separation program requirements arising out of the recommendations from the Auditor General as adopted by Council at their meeting of March 1, 2 and 3, 2004.

Recommendation:

It is recommended that this report be received for information.

Mr. Richard Majkot, Executive Director, COTAPSA, appeared before the Employee and Labour Relations Committee.

Councillor Bas Balkissoon, Scarborough-Rouge River, also appeared before the Employee and Labour Relations Committee.

On motion by Mayor Miller, the Employee and Labour Relations Committee deferred this matter to its next meeting to be held on December 9, 2004, and requested the Executive Director of Human Resources to invite one of the City's outside legal counsel to comment on this matter at that meeting.

(Commissioner of Corporate Services; Executive Director of Human Resources; c. Mr. Richard Majkot, Executive Director, COTAPSA; Councillor Bas Balkissoon, Scarborough-Rouge River – November 4, 2004)

**7-2. Collective Bargaining Strategy
(In-Camera – Labour Relations or Employee Negotiations)**

The Employee and Labour Relations Committee received confidential presentations from the following respecting the Collective Bargaining Strategy, and in accordance with the Municipal Act, discussions were held in-camera as the matter relates to labour relations or employee negotiations:

Representing the Toronto Parking Authority:

- Maurice Anderson, President;
- George K. Soulis, Chair; and
- Gwyn Thomas, Vice-President of Operations;

Representing the Toronto Transit Commission:

- Councillor Howard Moscoe, Chair;
- Rick Ducharme, Chief General Manager;
- Lisa Walsh, Director of Employee Relations; and
- Scott Blakey, Manager - Human Resources;

Representing Exhibition Place:

- Deputy Mayor Joe Pantalone, Chair, Board of Governors; and
- Dianne Young, General Manager and CEO;

Representing the Toronto Police Services Board:

- Councillor Pam McConnell, Chair; and
- Maria Ciani, Manager of Labour Relations, Toronto Police Service;

Representing the Toronto Zoo:

- Cal White, General Manager & CEO; and

Representing the Toronto Public Library Board:

- Bill Booth, Vice Chair.

**7-3. Labour Relations Update – Verbal Report
(In-Camera – Labour Relations or Employee Negotiations)**

The Employee and Labour Relations Committee received a confidential presentation from Mr. Bill Adams, Director of Employee and Labour Relations respecting labour relations, and in accordance with the Municipal Act discussions were held in-camera as the matter relates to labour relations or employee negotiations.

The Employee and Labour Relations Committee adjourned its meeting at 11:15 a.m.

Chair.