

THE CITY OF TORONTO

City Clerk's Office

Minutes of the Employee and Labour Relations Committee

Meeting 1

Tuesday, January 11, 2005

The Employee and Labour Relations Committee met on Tuesday, January 11, 2005, in Committee Room 2, 2nd Floor, City Hall, Toronto, commencing at 2:10 p.m.

Attendance

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

	2:10 p.m. to 4:15 p.m. (Including In-Camera Session)
Mayor David R. Miller, Chair	X
Councillor Sandra Bussin	X
Councillor Janet Davis	X
Councillor Frank Di Giorgio	-
Councillor Cliff Jenkins	X
Councillor David Soknacki	X
Councillor Michael Walker	X

Confirmation of Minutes.

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

1-1. Review of City's Administrative Structure

The Employee and Labour Relations Committee considered the following:

- (i) communication (December 7, 2004) from the City Clerk forwarding for the information of the Employee and Labour Relations Committee the recommendations adopted by Council on November 30, December 1 and 2, 2004, regarding the "Review of City's Administrative Structure"; and
- (ii) report (January 10, 2005) from Mayor David Miller outlining the recruitment process for the positions of Deputy City Managers.

The Employee and Labour Relations Committee received the communication and report.

On motion by Councillor Davis, the Employee and Labour Relations Committee met privately to discuss the following Item 1-2, having regard that the subject matter relates to labour relations or employee negotiations, in accordance with the Municipal Act.

1-2. Status of Labour Negotiations

The Employee and Labour Relations Committee considered a communication (December 9, 2004) from the City Clerk advising that Council on November 30, December 1 and 2, 2004, adopted a motion moved by Councillor Holyday, seconded by Councillor Ootes, requesting that the Employee and Labour Relations Committee report to Council, through the Policy and Finance Committee, in-camera on the status of the negotiations during the February 1, 2005, Council meeting.

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

On motion by Councillor Walker, the Employee and Labour Relations Committee requested Mayor Miller to submit a confidential report to the Policy and Finance Committee on January 19, 2005 for submission to City Council on February 1, 2005, providing information on the status of labour negotiations.

(Policy and Finance Committee; Mayor David Miller; c. Executive Director of Human Resources; Director of Employee and Labour Relations – January 14, 2005)

On motion by Councillor Davis, the Employee and Labour Relations Committee met privately to discuss the following Item 1-3, having regard that the subject matter relates to labour relations or employee negotiations, in accordance with the Municipal Act.

1-3. Outstanding Matters at Arbitration – Costs of Potentially Large Arbitration Awards – City Agencies, Boards and Commissions (In-Camera – Labour Relations or Employee Negotiations)

The Employee and Labour Relations Committee considered a confidential report (January 6, 2005) from the Chief Administrative Officer entitled “Outstanding Matters at Arbitration – Costs of Potentially Large Arbitration Awards – City Agencies, Boards and Commissions”, such report to be considered in-camera as the subject matter relates to labour relations or employee negotiations.

On motion by Councillor Walker, the Employee and Labour Relations Committee received the report.

1-4. Use of Students for Litter Picking

The Employee and Labour Relations Committee considered a communication (January 5, 2005) from the Works Committee advising that the Committee on January 5, 2005, referred the report (December 22, 2004) from the Acting Commissioner of Works and Emergency Services to:

- (1) the Employee and Labour Relations Committee, with a request that it:
 - (a) review a new classification and pay level for student employment during the summer season; that this position undertake a number of tasks, including litter picking, and play an Ambassador role (as is undertaken in other Cities, such as Philadelphia); and
 - (b) approach the Toronto Civic Employees' Union, Local 416, and the Canadian Union of Public Employees, Local 79 to request that summer students employed by the City be removed from the bargaining units in order to allow the City to promote summer student employment and increase youth employment by the City of Toronto; and
- (2) Mayor David Miller, in consultation with the Chair and Vice-Chair of the Works Committee, with a request that he discuss the matter of student employment with the Toronto Civic Employees' Union, Local 416 and the Canadian Union of Public Employees, Local 79.

The following persons appeared before the Employee and Labour Relations Committee:

- Adam Chaleff-Freudenthaler, on behalf of the Toronto Youth Cabinet; and
- Brian Cochrane, President, Toronto Civic Employees' Union, CUPE Local 416.

The following Members of Council also appeared before the Employee and Labour Relations Committee:

- Councillor Giorgio Mammoliti, York West; and
- Councillor Denzil Minnan-Wong, Don Valley East.

The Employee and Labour Relations Committee referred this matter to the Chief Administrative Officer and the Executive Director of Human Resources (Labour Relations) with the request that they meet with

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representatives of the Toronto Civic Employees' Union, CUPE Local 416, and CUPE Local 79 to discuss options for student employment, including the possibility of creating new job classifications, and report to the Employee and Labour Relations Committee by the end of March 2005.

(President, Toronto Civic Employees' Union, CUPE Local 416; President, C.U.P.E. Local 79; c. Adam Chaleff-Freudenthaler, Toronto Youth Cabinet; Chief Administrative Officer; Executive Director of Human Resources; Director of Employee and Labour Relations – January 11, 2005)

The following motions were also moved at the meeting and not voted on:

Motion by Councillor Walker:

“That the Employee and Labour Relations Committee refer the communication (January 5, 2005) from the Works Committee to the Executive Director of Human Resources (Labour Relations) in consultation with CUPE Local 416, to determine how best to proceed with this matter and submit a report to the Employee and Labour Relations Committee, no later than March 2005.” **(Motion Withdrawn)**

Motion by Councillor Soknacki on behalf of Councillor Minnan-Wong:

“That the Employee and Labour Relations Committee request the Executive Director of Human Resources (Labour Relations) during labour negotiations, to approach the Toronto Civic Employees Union, CUPE Local 416, on the creation of a new labour classification “Clean City Youth” at a wage rate of \$10.00 per hour.” **(Motion declared to be redundant)**

Motion by Councillor Soknacki:

“That the motion by Councillor Minnan-Wong be amended by changing the replacing the words “at a wage rate of \$10.00 per hour” with the words “equivalent to Labourer 3/Student”. **(Motion declared to be redundant)**

The Employee and Labour Relations Committee adjourned its meeting at 4:15 p.m.

Chair.