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**EMPLOYEE AND LABOUR RELATIONS COMMITTEE  
AGENDA  
MEETING 4**

**Date of Meeting:** Monday, June 19, 2006  
**Time:** 9:30 a.m.  
**Location:** Committee Room 2  
City Hall  
100 Queen Street West  
Toronto, ON M5H 2N2

**Enquiry:** Candy Davidovits  
Acting Committee Administrator  
416-392-8032  
e-mail:cdavidov@toronto.ca

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**If the Employee and Labour Relations Committee wishes to meet in camera (privately), a motion must be made to do so, and the reason must be given (*Municipal Act, 2001*).**

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

**Confirmation of Minutes – May 10, 2006**

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

**Communications/Reports:**

**1. Conditions of Employment – Council Staff**

**(Postponed from May 10, 2006)**

Report (April 20, 2006) from the City Clerk responding to a request from the January 20, 2006, Administration Committee meeting regarding mechanisms whereby the City's overtime costs do not apply to staff of Councillor's offices; and seeking Council approval to amend the conditions of employment and contracts for Council staff beginning with the new Council term which will enable Councillors to more effectively manage the operation of their offices through greater flexibility in human resource and payroll administration.

Recommendations:

It is recommended that:

- (1) the current overtime and lieu time policy for Councillor staff continue;
- (2) effective December 1, 2006, Councillors cannot choose to pay out lieu time for those staff currently earning lieu time for overtime worked, except as a final payment for resignations or terminations. Council staff contracts be amended to reflect this change to coincide with the new term of Council that begins December 1, 2006;
- (3) effective December 1, 2006, the current conditions of employment for Council staff be amended to reclassify the Council group of employees as a unique, separate sub-group of the non-union group of employees for the purposes of payroll and human resource administration, and that the staff contracts reflect these approved changes; and
- (4) the appropriate City officials be authorized and directed to take the necessary action to give effect thereto.

## **2. Occupational Health and Safety Report – First Quarter, 2006**

Report (May 18, 2006) from the City Manager and the Executive Director of Human Resources reporting on the status of the City's health and safety system and providing information on health and safety activities, priorities and performance during the first quarter of 2006.

### Recommendation:

It is recommended that this report be received and forwarded to Council for information.

## **3. Pandemic Influenza – Human Resource Preparedness**

Report (May 31, 2006) from the City Manager providing information as requested by the Employee and Labour Relations Committee regarding the Human Resource Division's business continuity planning for an influenza pandemic emergency.

### Recommendation:

It is recommended that this report be received for information.

**4. Human Rights 2005 Annual Report**

Report (June 1, 2006) from the City Manager presenting an overview of the Human Rights Office activities for 2005.

Recommendation:

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

**5. Employment-Related Policies: Non-Union**

Report (June 1, 2006) from the Executive Director, Human Resources, providing information on Human Resources employment-related policies, programs and procedures.

Recommendation:

It is recommended that the attached package of employment-related policies, programs and procedures be received for information.

**(Note: A copy of the package of employment-related policies referred in the foregoing report was provided to Members of Council and selected City officials only.)**



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**EMPLOYEE AND LABOUR RELATIONS COMMITTEE  
SUPPLEMENTARY AGENDA  
MEETING 4**

**Date of Meeting: Monday, June 19, 2006**

**Time: 9:30 a.m.**

**Location: Committee Room 2**

**City Hall**

**100 Queen Street West**

**Toronto, ON M5H 2N2**

**Enquiry: Candy Davidovits**

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**Additional Communications/Reports:**

**1(a). Conditions of Employment – Council Staff**

Briefing Note (June 12, 2006) from the City Clerk providing information on the results of the consultation with Councillors on this issue.

**6. Settlement of Class Action – Markle and Horsley vs. City of Toronto**

**(In-Camera – Labour Relations or Employee Negotiations)**

Confidential report (June 12, 2006) from the Deputy City Manager and Chief Financial Officer and the City Solicitor entitled “Settlement of Class Action – Markle and Horsley vs. City of Toronto”, such report be to considered in-camera as the subject matter relates to labour relations or employee negotiations.