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

**Date of Meeting:** Thursday, July 13, 2006    **Enquiry:** Candy Davidovits  
**Time:** 9:30 a.m.    **Acting Committee Administrator**  
**Location:** Committee Room 2    **416-392-8032**  
City Hall    **cdavidov@toronto.ca**  
100 Queen Street West  
Toronto, ON M5H 2N2

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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 given (*Municipal Act, 2001*).**

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

**Confirmation of Minutes – June 19, 2006**

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

Item 3

**Communications/Reports:**

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

**(Postponed from June 19, 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.

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

**1(b). Sick Leave Plan – Financial Impact of Extending Implementation Date for Councillors’ Staff**

Report (July 5, 2006) from the City Manager and the Deputy City Manager and Chief Financial Officer providing information on the financial impact of extending the implementation date of the proposed new Short Term Disability Plan for Councillors’ staff from January 1, 2008, to February 1, 2008, March 1, 2008 or June 1, 2008.

Recommendation:

It is recommended that the new Short Term Disability Plan for all management and non-union employees who have entitlement to a Sick Leave Plan or Short Term Disability Plan be implemented effective January 1, 2008.

**2. Quarterly Report: Grievance & Arbitration Activity  
January 1 to June 30, 2006**

Report (July 6, 2006) from the Executive Director, Human Resources, providing the quarterly report of grievance and arbitration activity between January 1 and June 30, 2006, for information.

Recommendation:

It is recommended that this report be received for information.

**3. Association of Community Centres (AOCC) Job Evaluation Compensation**

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

**(Speakers)**

Confidential communication (June 29, 2006) from the Chair, Harbourfront Community Centre respecting “AOCC Job Evaluation Compensation”, such communication to be considered in-camera as it relates to labour relations or employee negotiations.

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

**Date of Meeting:** Thursday, July 13, 2006    **Enquiry:** Candy Davidovits  
**Time:** 9:30 a.m.    **Acting Committee Administrator**  
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**Additional Communications/Reports:**

**3(a). Association of Community Centres (AOCC) Job Evaluation Compensation**

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

Confidential communication (July 7, 2006) from Marilyn Roy, Board Member, Harbourfront Community Centre, respecting “AOCC Job Evaluation Compensation”, such communication to be considered in-camera as it relates to labour relations or employee negotiations.

**3(b). Communication (July 7, 2006) from the Budget Advisory Committee advising that the Committee on July 7, 2006:**

(1) recommended to the Policy and Finance Committee that City Council adopt the following staff recommendations in the Recommendations Section of the report (June 28, 2006) from the Executive Director of Social Development, Finance and Administration:

“(1) the 2006 Operating Budget for the Association of Community Centres be increased by \$294,233.00 (gross) and 0 (net) and funded from a one-time draw on the Employee and Retiree Benefits Reserve Fund to reflect the retroactive payments resulting from the compensation review of the 10 AOCC Executive Directors; and

(2) the appropriate City officials be authorized and directed to take the necessary action to give effect thereto.”; and

(2) referred the compensation policy issue to the Employee and Labour Relations Committee for consideration and to hear speakers.