



CITY COUNCIL REFERRAL OF MEMBER MOTION

Flexible Work Hours/Alternative Work Arrangements - Toronto Public Service

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| Date: | October 11, 2016 |
| To: | Executive Committee |
| From: | City Council |
| Wards: | All Wards |

City Council Decision

City Council on October 5, 6 and 7, 2016, referred Motion MM21.16 to the Executive Committee.

Recommendations

Councillor Michelle Holland, seconded by Councillor Michael Thompson, recommends that:

1. City Council request the City Manager to direct staff within all relevant divisions to immediately prepare action plans to implement Flexible Work Hours/Alternative Work Arrangements for appropriate City staff and that details of an implementation plan be reported to the City's Executive Committee by the third quarter of 2017.

Summary

In July 2015, the issue of flexible work hours/alternative work arrangements was referred by City Council to the Executive Director of Human Resources for consideration in future collective bargaining. In view of the fact that congestion within the City of Toronto is only increasing with every passing year and that this reality is presenting unprecedented challenges for residents and businesses across the City of Toronto, this matter needs to be reconsidered and acted upon decisively and without delay. The City has made efforts to improve traffic flows to reduce impacts for commuters and commercial transportation but even with these initiatives congestion continues to be a major challenge in all parts of the City and will only increase in the future. Flexible Hours/Alternative Work Arrangements for City employees must become a priority for its implementation

will assist directly in reducing congestion. Technological advances are among the ways in which City employees can avoid high commute travel periods. This matter has been debated without significant action on the part of the City between 2002 and 2015. It requires meaningful and tangible action that will produce results in the short and long term.