

**EMPLOYEE AND LABOUR RELATIONS COMMITTEE
AGENDA
MEETING 7**

Date of Meeting:	Wednesday, June 8, 2005	Enquiry: Candy Davidovits
Time:	2:30 p.m.	Committee Secretary
Location:	Committee Room 1	416-392-8032
	City Hall	cdavidov@toronto.ca
	100 Queen Street West	
	Toronto, ON M5H 2N2	

Under the *Municipal Act, 2001*, the Employee and Labour Relations Committee must adopt a motion to meet *In-camera* (privately) and the reason must be given.

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

Confirmation of Minutes – May 6 and May 19, 2005

Deputations/Presentations - A complete list will be distributed at the meeting:

Communications/Reports:

1. Workforce Reduction Costs 2005

Report (May 25, 2005) from the Executive Director of Human Resources and the Deputy City Manager and Chief Financial Officer reporting on an estimate and funding source for workforce reduction costs in 2005.

Recommendations:

It is recommended that:

- (1) the staff exit costs arising from the implementation of the 2005 operating budget be charged to the Workforce Reduction Reserve Fund and that these costs be funded through a transfer from the Employee/Retiree Benefit Reserve fund to the Workforce Reduction Reserve fund;

- (28) the 2005 Approved Non-Program Expenditure Budget be increased by \$4,133,000.00 gross offset by an equal contribution from the Workforce Reduction Reserve fund for a \$0 net impact on the 2005 Operating Budget; and
- (3) the Executive Director of Human Resources and the Deputy City Manager & Chief Financial Officer provide an update on actual workforce reduction costs and any appropriate budget adjustments to the Employee and Labour Relations Committee at the beginning of 2006, once the actual workforce reduction costs in 2005 have been finalized.

2. Employee Indemnification Policy for Management and Excluded Staff

Report (May 25, 2005) from the Executive Director of Human Resources and the City Solicitor seeking approval for an Employee Indemnification Policy for Management and Excluded Staff.

Recommendation:

It is recommended that Council adopt the policy set out in Appendix “A” to this report.

3. Local 79 Harmonization, Job Evaluation and Pay Equity – Arbitration Award (In-Camera – Labour Relations or Employee Negotiations)

Confidential report (May 26, 2005) from the Executive Director of Human Resources and the Deputy City Manager and Chief Financial Officer entitled “Local 79 Harmonization, Job Evaluation and Pay Equity – Arbitration Award”, such report to be considered in-camera as it relates to labour relations or employee negotiations.

4. Status of Collective Bargaining – Verbal Update (In-Camera – Labour Relations or Employee Negotiations)