

Employee and Labour Relations Committee

Meeting No. 1	Contact Yvonne Davies, Committee Administrator
Meeting Date Friday, January 26, 2007	Phone 416-392-7443
Start Time 1:30 PM	E-mail ydavies@toronto.ca
Location Committee Room No. 2, City Hall	

Attendance

Members of the Employee and Labour Relations Committee were present for some or all of the time periods indicated under the section headed, "Meeting Sessions", which appears at the end of the Minutes.

Mayor David Miller, Chair	X
Councillor Pam McConnell, Vice-Chair	X
Councillor Sandra Bussin	X
Councillor Janet Davis	X
Councillor Frank Di Giorgio	X
Councillor Doug Holyday	X
Councillor Cliff Jenkins	X

EL1.1	Information		Transactional	Wards: All
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Election of Vice-Chair

Summary

The Chair called for nominations for the office of Vice-Chair of the Employee and Labour Relations Committee.

Councillor Davis moved that Councillor Pam McConnell be nominated as Vice-Chair of the Employee and Labour Relations Committee.

There being no further nominations, the Chair declared Councillor Pam McConnell elected as Vice-Chair of the Employee and Labour Relations Committee.

Decision Advice and Other Information

On motion by Councillor Davis, the Employee and Labour Relations Committee elected Councillor Pam McConnell as Vice-Chair.

EL1.2	ACTION		Transactional	Wards: All
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Collective Bargaining Mandate - Local 38888**Confidential - Labour relations or employee negotiations (Attachment 1)**

(January 5, 2007) report from City Manager

Summary

The purpose of this report is to seek approval for a mandate for collective bargaining with the Toronto Professional Fire Fighters' Association, I.A.F.F. Local 3888.

Notice to bargain was provided on November 22, 2006, requiring the parties to meet and commence bargaining within fifteen days. On November 30, 2006 the Association and the City met to identify issues for collective bargaining and to determine the process for negotiations. Collective bargaining will continue in January 2007.

As with the last round of negotiations, an interest-based approach is the preferred method by which issues are resolved. This strategy lends itself to an agreement that satisfies the needs of the Association and its members as well as assisting management in achieving operational and administrative efficiencies.

It is anticipated that a negotiated settlement will provide a fair and reasonable compensation and benefit package considering current economic conditions and recent comparable wage settlements.

Background Information

Collective Bargaining Mandate - Local 3888

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-867.pdf>)

ATT1-2007 - Collective Bargaining Mandate - Local 3888

Decision Advice and Other Information

On motion by Councillor Di Giorgio, the Committee recessed its public session to meet in closed session to consider confidential Attachment 1, a matter relating to labour relations or employee negotiations.

On motion by Councillor McConnell, the Committee brought forward the following motion from the Employee and Labour Relations Committee in closed session for consideration by the Committee in public session.

Councillor Davis moved that the Employee and Labour Relations Committee adopt, as amended, the following staff recommendations in the report (January 5, 2007) from the City Manager:

1. that the Employee and Labour Relations Committee adopt the confidential instructions to staff in Attachment 1; and

2. that the City's bargaining team report back to Employee and Labour Relations Committee *as required* and upon the conclusion of bargaining. **(Carried)**.

Confidential Minute EL1.2

EL1.3	Information		Transactional	Wards: All
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Occupational Health and Safety Report - Third Quarter – 2006

(January 11, 2007) report from Executive Director, Human Resources

Summary

This report provides information on the status of the City's health and safety system, specifically on activities, priorities and performance during the third quarter of 2006. There was a significant decrease in the number of lost time injuries, medical aid injuries and recurrences in the third quarter of 2006. Also included is an update on Ministry of Labour (MOL) and Workplace Safety and Insurance Board (WSIB) initiatives including amended regulations (Confined Spaces), policy reviews (Early and Safe Return to Work) and prevention guidelines (Musculoskeletal Disorders).

Background Information

Report - Occupational Health & Safety - Third Quarter - 2006

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-869.pdf>)

APP A-2007 Third Quarter WSIB Claims Data, by Division

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-819.pdf>)

APP B-2007 - Year-to-date WSIB (September 30th) Claims Data, by Division

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-820.pdf>)

APP C-2007 - WSIB Lost Time Hours by Division (Third quarter 2005 and 2006)

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-823.pdf>)

APP D-2007 - Summary of WSIB Costs for All Firm Numbers

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-821.pdf>)

APP E(i)-2007 - WSIB Invoiced Costs by Division (<\$1000,000 in 2006)

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-822.pdf>)

APP E(ii)-2007 - WSIB Invoiced Costs by Division

(<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-824.pdf>)

Decision Advice and Other Information

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

EL1.4	ACTION		Transactional	Wards: All
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Collective Bargaining Mandate - New Bargaining Unit

Confidential - Labour relations or employee negotiations (Attachment 1)

(January 16, 2007) report from City Manager

Summary

The purpose of this report is to seek authorization to negotiate a first collective agreement with the Canadian Union of Public Employees, Local 2998, for the recently certified bargaining unit for part-time (less than 18 hours per week) and casual employees of the Association of Community Centres ("AOCCs"). Consistent with other negotiations at the City, an interest-based approach is the preferred method by which issues are resolved. This strategy lends itself to an agreement that satisfies the needs of the bargaining agent and its members as well as assisting management in achieving operational and administrative efficiencies. It is anticipated that a negotiated settlement will provide a fair and reasonable collective agreement considering current economic conditions, recent comparable wage settlements and operational efficiencies.

Links to Background Information

Report - Collective Bargaining Mandate-New Bargaining Unit
<http://www.toronto.ca/legdocs/mmis/2007/el/bgrd/backgroundfile-5732.pdf>
 Confidential Attachment 1

Decision Advice and Other Information

On motion by Councillor Di Giorgio, the Committee recessed its public session to meet in closed session to consider confidential Attachment 1, a matter relating to labour relations or employee negotiations.

On motion by Councillor McConnell, the Committee brought forward the following motion from the Employee and Labour Relations Committee in closed session for consideration by the Committee in public session.

On motion by Councillor Davis, the Employee and Labour Relations Committee adopted the following staff recommendations in the report (January 16, 2007) that:

1. the Committee adopt the confidential instructions to staff in Attachment 1; and
2. the City's bargaining team report back to Employee and Labour Relations Committee as required and upon the conclusion of bargaining.

Confidential Minute EL1.4

*Submitted Friday, January 26, 2007
 Mayor David Miller, Chair*

Meeting Sessions

Session Date	Session Type	Start Time	End Time	Public or Closed Session
2007-01-26	Afternoon	1:35 PM	1:40 PM	Public
2007-01-26	Afternoon	1:40 PM	2:00 PM	Closed
2007-01-26	Afternoon	2:05 PM	2:10 PM	Public

Chair