

Toronto Public Library Board – Employee and Labour Relations Committee

Meeting No. 2: Thursday, September 12, 2013, 5:45 p.m. – 6:50 p.m.

Toronto Reference Library, Board Room, 789 Yonge Street, Toronto

Committee Members Present:

Mr. Kenneth Stewart (Chair)

Councillor Janet Davis

Mr. Michael Foderick

Regrets:

Councillor Paul Ainslie

Councillor Sarah Doucette

Mr. Ross Parry

ELRC Call to Order

13-010 Kenneth Stewart called the meeting to order at 5:45 p.m.

ELRC Declarations of Conflicts of Interest

13-011 There were no Declarations of Conflicts of Interest by members of the Employee and Labour Relations Committee at the September 12, 2013 meeting.

ELRC Approval of Agenda

13-012 *Moved by M. Foderick:*

That the Employee and Labour Relations Committee:

- 1. approves the agenda as revised to add a presentation by
Toronto Public Library Workers Union, Local 4948
regarding Health and Safety.*

Carried

ELRC Approval of April 8, 2013 Employee and Labour Relations

13-013 Committee Meeting Minutes

Moved by Councillor Davis:

That the Employee and Labour Relations Committee:

- 1. approves the April 8, 2013 Employee and Labour Relations Committee Meeting Minutes.*

Carried

Toronto Public Library Board – Employee and Labour Relations Committee
Meeting No. 2: Thursday, September 12, 2013, 5:45 p.m. – 6:50 p.m.
Toronto Reference Library, Board Room, 789 Yonge Street, Toronto

Items for Information:

ELRC Staffing Reports

13-014

Dan Keon provided a presentation regarding *Staffing Reports* at the Toronto Public Library, including:

- context for changes in staffing since 1998;
- history of staff changes;
- FTE change within major job classes since 1998;
- average part-time hours worked;
- part-time enrolment in Benefits Plan
- management as a percentage of total staff;
- review of the 2012 Voluntary Separation Program; and
- services standards and their relationship to staffing.

ELRC Presentations

13-015

Maureen O'Reilly, President, Toronto Public Library Workers Union, Local 4948 (CUPE) introduced Paul Robinson, Co-Chair Joint Health & Safety Committee and Chair, East Health & Safety Committee and Betty Cameron, Co-Chair, North York Central Library Health and Safety Committee. Mr. Robinson and Ms. Cameron outlined their concerns regarding health and safety issues at the Toronto Public Library, including information regarding:

- Article 30 – Health and Safety;
- Health and Safety committees;
- top issues facing Toronto Public Library Workers; and
- working together to find solutions.

Moved by Councillor Davis:

That the Employee and Labour Relations Committee:

1. *requests staff to report at the next meeting of the Employee and Labour Relations Committee on staff resources required to ensure that Toronto Public Library facilities do not have staff working in isolated areas, and costs associated with this, in consultation with the Union;*
2. *requests staff to report to the next Employee and Labour Relations Committee on a new process for involving staff in the design process for branch renovation;*

Toronto Public Library Board – Employee and Labour Relations Committee
Meeting No. 2: Thursday, September 12, 2013, 5:45 p.m. – 6:50 p.m.
Toronto Reference Library, Board Room, 789 Yonge Street, Toronto

Presentations –continued

3. *requests the Director/Manager of Facilities to report on the installation of a secure door in the Main Street Branch requested by staff after past violent incidents;*
4. *requests staff to report back on the concerns raised in the Toronto Public Library Workers Union, Local 4948 (CUPE) presentation – Slide No. 11 titled, “What We Don’t Do So Well’.*

Carried as amended

See the following motions:

Moved by Councillor Davis:

That the Employee and Labour Relations Committee:

1. *requests staff to report at the next meeting of the Employee and Labour Relations Committee on staff resources required to ensure that Toronto Public Library facilities do not have staff working in isolated areas, and costs associated with this, in consultation with the Union;*
2. *requests staff to report to the next Employee and Labour Relations Committee on a new process for involving staff in the design process for branch renovation; and*
3. *requests the Director/Manager of Facilities to report on the installation of a secure door in the Main Street Branch requested by staff after past violent incidents.*

Carried

See the following motion:

Moved by M. Foderick:

That the Employee and Labour Relations Committee:

1. *requests staff to report back on the concerns raised in Toronto Public Library Workers Union, Local 4948 (CUPE) presentation – slide no. 11 titled, “What We Don’t Do So Well’; and*

Carried

Toronto Public Library Board – Employee and Labour Relations Committee
Meeting No. 2: Thursday, September 12, 2013, 5:45 p.m. – 6:50 p.m.
Toronto Reference Library, Board Room, 789 Yonge Street, Toronto

ELRC Communications

13-016

There were no Communication items at the April 8, 2013 Employee and Labour Relations Committee meeting.

ELRC Update on Page Superior Duty Arbitration

13-017

As quorum was about to be lost, it was:

Moved by M. Foderick:

That the Employee and Labour Relations Committee:

1. *defers consideration of Agenda Item No. 8 – Update on Page Superior Duty Arbitration to the next meeting of the Employee and Labour Relations Committee.*

Carried

ELRC Adjournment

13-018

Moved by Councillor Ainslie, and carried:

That the Employee and Labour Relations Committee:

1. *adjourns the September 12, 2013 meeting of the Employee and Labour Relations Committee.*

Carried

The meeting ended at 6:50 p.m.

Signed: _____