



**STAFF REPORT
ACTION REQUIRED
Confidential Attachment**

Job Evaluation and Pay Equity Settlement

Date:	June 16, 2008
To:	Toronto Public Library Board
From:	City Librarian
Reason for Confidential Information:	This report is about labour relations or employee negotiations.

SUMMARY

The Library and the Toronto Civic Employees' Union, Local 416 (CUPE) have reached a settlement on a job evaluation and pay equity plan.

This report makes recommendation about the approval of the Memorandum of Agreement and the funding of the settlement.

RECOMMENDATIONS

The City Librarian recommends that the Toronto Public Library Board:

1. adopts the confidential recommendations in Attachment 1; and
2. authorizes the release of the approved confidential recommendations when the matter has been finalized.

FINANCIAL IMPACT

There is no provision for the job evaluation and pay equity settlement in the Library's 2008 operating budget.

The Director, Finance and Treasurer has reviewed the financial implications statement and is in agreement with it.

CONTACT

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SIGNATURE

Josephine Bryant
City Librarian

ATTACHMENTS

- Confidential Attachment 1: Job Evaluation and Pay Equity Settlement
- Confidential Attachment 2: Memorandum of Agreement Between Toronto Public Library Board and Toronto Civic Employees' Union, Local 416 (CUPE)