

Toronto Public Library Board – Employee and Labour Relations Committee
Meeting No. 3: Wednesday, June 11, 2008, 4:10 p.m. – 4:55 p.m.
Toronto Reference Library, Beeton East Auditorium, 789 Yonge Street, Toronto

Committee Members Present:

Councillor Janet Davis (Chair)
Mr. Adam Chaleff-Freudenthaler (Vice Chair)
Mr. Matthew Church
Ms. Ann Decter
Dr. Kathy Gallagher Ross

Committee Members Absent:

Councillor Chin Lee

ELRC Call to Order

08-027 Councillor Davis called the meeting to order at 4:10 p.m.

ELRC Approval of Agenda

08-028 *Moved by A. Chaleff-Freudenthaler, seconded by K. Gallagher Ross, and carried:*

That the Employee and Labour Relations Committee:

1. approves the agenda.

ELRC Declarations of Interest

08-029 There were no Declarations of Interest by members of the Employee and Labour Relations Committee at the June 11, 2008 meeting.

ELRC Approval of February 28, 2008 Employee and Labour Relations Committee Meeting Minutes

08-030 *Moved by M. Church, seconded by K. Gallagher Ross, and carried:*

That the Employee and Labour Relations Committee:

1. approves the minutes of the February 28, 2008 Employee and Labour Relations Committee meeting.

Toronto Public Library Board – Employee and Labour Relations Committee**Meeting No. 3: Wednesday, June 11, 2008, 4:10 p.m. – 4:55 p.m.****Toronto Reference Library, Beeton East Auditorium, 789 Yonge Street, Toronto****ELRC 08-031 Approval of February 28, 2008 Employee and Labour Relations Committee Closed Meeting Minutes***Moved by K. Gallagher Ross, seconded by M. Church, and carried:**That the Employee and Labour Relations Committee:*

1. *approves the minutes of the February 28, 2008 Employee and Labour Relations Committee Closed meeting.*

ELRC 08-032 Approval of March 25, 2008 Employee and Labour Relations Committee Special Meeting Minutes*Moved by M. Church, seconded by K. Gallagher Ross, and carried:**That the Employee and Labour Relations Committee:*

1. *approves the minutes of the March 25, 2008 Employee and Labour Relations Committee Special meeting.*

ELRC 08-033 Business Arising

There were no Business Arising items at the June 11, 2008 meeting.

ELRC 08-034 Presentations

There were no Presentation items at the June 11, 2008 meeting.

ELRC 08-035 Communications

There were no Communication items at the June 11, 2008 meeting.

ELRC 08-036 Cleaning Contract

Representing the Toronto Civic Employee's Union – Local 416 C.U.P.E. at the meeting were Rob Rolfe, Library Division Chair, Brendan Haley, Library Unit Chair, and Andrea Addario, CUPE National Representative. Rob Rolfe addressed the Committee regarding contracting in of Library Cleaning Services under Letter of Understanding #22 – Contracting In/Out and Continuous Improvement. The Union's proposal includes a new Custodian position at a rate of \$20.35 per hour. This is similar to the October 2008 Custodian 3 rate from the Toronto Civic Employees' Union

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– Local 416 Collective Agreement (Outside Division). The Union estimates their proposal would be \$5 million plus start-up costs.

A phase-in approach starting with the larger libraries was suggested as a possibility, as smaller locations involved vehicle costs.

The Union also suggested that anticipated savings from RFID technology could offset the costs of the cleaning proposal.

Dan Keon, Director, Human Resources responded to the Union's proposal. Management estimates the cost of the Union's proposal to be \$5.5m. This amount includes the cost of staff to perform the work, additional staff to provide relief for illness, vacation and other absences, equipment costs and vehicle costs associated with staff moving from branch to branch and a supervisory component. The salary costs were based on a \$20.35 hourly rate identified by the Union.

Councillor Davis noted that consideration could be given to phasing in of this proposal recognizing the budget implications.

The Union requested that the Board endorse the proposal in principle.

Moved by Councillor J. Davis, seconded by M. Church and carried:

That:

- 1. the appropriate staff report to the September meeting of the Employee & Labour Relations Committee on options for contracting in some or all of the cleaning work at TPL including a business case and implementation plan.*

Management indicated they could report back on the progress if the requested report was not completed by September. The current contract can be renewed monthly until September. At the September meeting, the Board could continue to renew on a month-by-month basis (depending on agreement by the contractor) or issue a one year Request for Proposal. Management asked for direction as soon as possible.

This proposal must receive budget approval before it can be implemented.

Toronto Public Library Board – Employee and Labour Relations Committee**Meeting No. 3: Wednesday, June 11, 2008, 4:10 p.m. – 4:55 p.m.****Toronto Reference Library, Beeton East Auditorium, 789 Yonge Street, Toronto****ELRC Non-union Compensation Model****08-037 Moved by A. Chaleff-Freudenthaler, seconded by K. Gallagher Ross and carried:****That the Employee and Labour Relations Committee:**

1. receives the Non-union Compensation Model report for information.

A. Chaleff- Freudenthaler requested that the Toronto Public Library Board receive a copy of the Non-Union Compensation Model report for information.

ELRC Fair Wage Policy**08-038 Moved by A. Decter, seconded by K. Gallagher Ross and carried:****That the Employee and Labour Relations Committee:**

1. receives for information, the Fair Wage Policy report for information.

ELRC Other Business**08-039**

There were no Other Business items at the June 11, 2008 meeting.

ELRC Adjournment**08-040 Moved by A. Decter, seconded by K. Gallagher Ross and carried:****That the Employee and Labour Relations Committee:**

1. adjourns the June 11, 2008 Meeting of the Employee and Labour Relations Committee.

The meeting ended at 4:55 p.m.