

**APPROVED MINUTES**

**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**

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**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  
08-027**

**Call to Order**

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

**ELRC  
08-028**

**Approval of Agenda**

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

*That the Employee and Labour Relations Committee:*

*1. approves the agenda.*

**ELRC  
08-029**

**Declarations of Interest**

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

**ELRC  
08-030**

**Approval of February 28, 2008 Employee and Labour Relations  
Committee 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 February 28, 2008 Employee and  
Labour Relations Committee meeting.*

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- 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.

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**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.