

APPROVED MINUTES

**Toronto Public Library Board – Employee and Labour Relations Committee
Meeting No. 5: Monday, October 27, 2008, 5:10 p.m. – 6:55 p.m.
Toronto Reference Library, Beeton West Auditorium, 789 Yonge Street, Toronto**

Committee Members Present:

Councillor Janet Davis (Chair)
Mr. Adam Chaleff-Freudenthaler (Vice Chair)
Mr. Matthew Church
Ms. Ann Decter
Councillor Chin Lee

Committee Members Absent:

Dr. Kathy Gallagher Ross (Ex officio)

**ELRC
08-053**

Call to Order

In the absence of the Chair, Adam Chaleff-Freudenthaler called the meeting to order at 5:10 p.m. Councillor Janet Davis assumed the Chair when she arrived at 5:15 p.m.

**ELRC
08-054**

Approval of Agenda

*Moved by A. Decter, seconded by M. Church, and carried:
That the Employee and Labour Relations Committee:*
1. approves the agenda.

**ELRC
08-055**

Declarations of Interest

There were no Declarations of Interest by members of the Employee and Labour Relations Committee at the October 27, 2008 meeting.

**ELRC
08-056**

Approval of September 8, 2008 Employee and Labour Relations Committee Meeting Minutes

*Moved by M. Church, seconded by A. Decter, and carried:
That the Employee and Labour Relations Committee:*
1. approves the minutes of the September 8, 2008 Employee and Labour Relations Committee meeting.

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- ELRC
08-057** **Approval of September 8, 2008 Employee and Labour Relations Committee Closed Meeting Minutes**
*Moved by A. Decter, seconded by M. Church, and carried:
That the Employee and Labour Relations Committee:*
1. *approves the minutes of the September 8, 2008 Employee and Labour Relations Committee Closed meeting.*
- ELRC
08-058** **Business Arising**
There were no Business Arising items at the October 27, 2008 meeting.
- ELRC
08-059** **Communications**
There were no Communications items at the October 27, 2008 meeting.
- ELRC
08-060** **Presentations**
*Moved by A. Chaleff-Freudenthaler, seconded by A. Decter, and carried:
That the Employee and Labour Relations Committee:*
1. *approves the moving of Agenda Item No. 7 – Presentations to after Agenda Item No. 9 – Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of September 8, 2008.*
- ELRC
08-061** **Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of September 8, 2008**
Ron Dyck, Director, Information Technology and Facilities, reviewed the details of the *Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of September 8, 2008*, and responded to questions from Committee members.

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ELRC Presentations

08-062

Rob Rolfe, Library Division Chair, Toronto Civic Employees' Union – Local 416 C.U.P.E. addressed the Committee concerning Agenda Item No. 9 – *Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of September 8, 2008* (see Resolution No. 08-063 below). Also in attendance was Beatriz Hausner, Library Unit Vice Chair.

A copy of the Union's proposal to in-source cleaning at Toronto Public Library branches distributed at the September 8, 2008 meeting was re-distributed.

The Union indicated they would support Management's proposal to issue a Request for Proposal for Cleaning Services for one year beginning January 1, 2009 if the Board would commit to the contracting in of cleaning services; the target date for contracting in is December 2009.

**ELRC
08-063**

Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of September 8, 2008

Ron Dyck continued to respond to questions from Committee members concerning *Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of September 8, 2008*. In response to a request, copies of the Request for Proposal will be distributed to Committee members.

In introducing her motion, Ann Decter noted that current discussions about the in-sourcing of cleaning at the Library are consistent with the Library's strategic direction for 2008 – 2011 in addressing the growing income gap in Toronto. She also noted the importance of fair wages for all workers.

Moved by A. Decter and carried:

That the Employee and Labour Relations Committee:

1. *directs staff to develop a financially feasible proposal that resolves the three outstanding issues that currently make Union Costing Option No. 2 not viable in their assessment:*
 - *cleaning services on Saturdays and Sundays;*
 - *adequate relief staff to cover for absences;*
 - *management and supervision; and*
2. *directs staff to report back to the Employee and Labour Relations Committee in December 2008 with a viable and affordable version of Union Costing Option No. 2.*

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ELRC Other Business

08-064 There were no Other Business items at the October 27, 2008 meeting.

ELRC Adjournment

08-065 *Moved by A. Decter, seconded by Councillor Lee, and carried:*
That the Employee and Labour Relations Committee:
1. *adjourns the October 27, 2008 Meeting of the Employee and Labour Relations Committee.*

The meeting ended at 6:55 p.m.

Signed: _____