

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 Call to Order

08-053 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 Approval of Agenda

08-054 *Moved by A. Decter, seconded by M. Church, and carried:*

That the Employee and Labour Relations Committee:

1. approves the agenda.

ELRC Declarations of Interest

08-055 There were no Declarations of Interest by members of the Employee and Labour Relations Committee at the October 27, 2008 meeting.

ELRC 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 **Approval of September 8, 2008 Employee and Labour Relations Committee Closed Meeting Minutes**
08-057

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 **Business Arising**
08-058

There were no Business Arising items at the October 27, 2008 meeting.

ELRC **Communications**
08-059

There were no Communications items at the October 27, 2008 meeting.

ELRC **Presentations**
08-060

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 **Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of September 8, 2008**
08-061

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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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 Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of September 8, 2008**08-063**

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: _____