

**Toronto Public Library Board – Employee and Labour Relations Committee  
Meeting No. 1: Thursday, June 28, 2007, from 4:00 to 5:15 p.m.  
Toronto Reference Library, Board Room, 789 Yonge Street, Toronto**

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**Members Present:**

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

**Regrets:**

Ms. Kate Wilson

**07-001 Call to Order**

Josephine Bryant, City Librarian and Secretary to the Board, called the meeting to order.

**07-002 Election of Chair**

Josephine Bryant called for nominations for the Chair of the Employee and Labour Relations Committee for the remainder of 2007.

***Moved by Councillor Lee, seconded by K. Gallagher Ross, and carried:  
That Councillor Janet Davis be nominated for Chair of the Employee and Labour Relations Committee.***

Councillor Davis agreed to stand for election.

***Moved by A. Chaleff-Freudenthaler, seconded by Councillor Lee, and carried:  
That nominations be closed.***

The City Librarian declared Councillor Davis duly elected Chair of the Employee and Labour Relations Committee for the remainder of 2007 by acclamation.

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**07-003 Election of Vice-Chair**

The Chair called for nominations for the Vice-Chair of the Employee and Labour Relations Committee for the remainder of 2007.

*Moved by K. Gallagher Ross, seconded by Councillor Lee, and carried:  
That Adam Chaleff-Freudenthaler be nominated for Vice-Chair of the Employee and Labour Relations Committee.*

Adam Chaleff-Freudenthaler agreed to stand for election.

*Moved by Councillor Lee, seconded by K. Gallagher Ross, and carried:  
That nominations be closed.*

The Chair declared Adam Chaleff-Freudenthaler duly elected Vice-Chair of the Employee and Labour Relations Committee.

**07-004 Approval of Agenda**

*Moved by A. Chaleff-Freudenthaler, seconded by K. Gallagher Ross, and carried:  
That the agenda be approved.*

**07-005 Declarations of Interest**

There were no declarations of interest by members of the Employee and Labour Relations Committee.

**07-006 Presentations**

Rob Rolfe, Library Division Chair; Toronto Civic Employee's Union, Local 416, congratulated the Chair and Vice Chair on their election. He introduced to the Committee Maureen O'Reilly, Recording Secretary; Marci Mackinnon, Co-Chair, Toronto Reference Library Joint Health and Safety Committee; and Andrea Addario, CUPE National Representative.

Mr. Rolfe noted the Union's interest in an opportunity for dialogue with the Committee concerning employee and labour relations issues.

Local 416's June 2007 Update for Library Division Members was distributed to Committee members.

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**Presentations – continued**

*Moved by Councillor Lee, seconded by K. Gallagher Ross, and carried:*  
*That the Toronto Public Library Board receive the Toronto Civic Employees' Union – Local 416 presentation regarding Labour Relations at Toronto Public Library for information.*

**07-007 Communications**

There were no communication items at the June 28, 2007 meeting.

**Items for Information:**

**07-008 Terms of Reference – Employee and Labour Relations Committee**

*Moved by A. Decter, seconded by Councillor Lee, and carried:*  
*That the Employee and Labour Relations Committee receive the Terms of Reference – Employee and Labour Relations Committee for information.*

**07-009 Labour Relations at Toronto Public Library**

Dan Keon, Director, Human Resources, provided the Committee with an overview of Labour Relations at the Toronto Public Library since amalgamation in 1998.

At Councillor Janet Davis's request Adam Chaleff-Freudenthaler took the Chair while she was called away.

*Moved by K. Gallagher Ross, seconded by A. Decter, and carried:*  
*That the Toronto Public Library Board – Employee and Labour Relations Committee receive the Labour Relations at Toronto Public Library verbal report for information.*

**07-010 Health and Safety at Toronto Public Library**

Councillor Janet Davis returned to the Chair.

Dan Keon outlined for the Committee the organizational structure of the Library's Joint Health and Safety Committee (JHSC). The major Health and Safety initiatives undertaken to-date were also reviewed.

*Moved by K. Gallagher Ross, seconded by A. Decter, and carried:*  
*That the Toronto Public Library Board – Employee and Labour Relations Committee receive the Health and Safety at Toronto Public Library verbal report for information.*

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**07-011 Future Agenda Items**

A number of topics for discussion at future meetings were suggested by Committee members including:

- a summary of days lost to Workplace Safety and Insurance Board (WSIB) incidents;
- a summary of grievances;
- the Library's Return to Work program from WSIB incidents;
- Collective Agreement provisions for contracting out.

**07-012 Other Business**

There were no other business items at the June 28, 2007 meeting.

**07-013 Adjournment**

*Moved by K. Gallagher Ross, seconded by A. Decter, and carried:*

*That the June 28, 2007 Employee and Labour Relations Committee meeting be adjourned.*

The meeting ended at 5:15 p.m.

Signed: \_\_\_\_\_