

**Toronto Public Library Board – Employee and Labour Relations Committee
Meeting No. 6: Monday, December 8, 2008, 5:40 p.m. – 7:15 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)
Ms. Ann Decter
Councillor Chin Lee

Committee Members Absent:

Dr. Kathy Gallagher Ross (Ex officio)
Mr. Matthew Church

**ELRC
08-066**

Call to Order

Councillor Davis called the meeting to order at 5:40 p.m.

**ELRC
08-067**

Approval of Agenda

Moved by A. Chaleff-Freudenthaler, seconded by Councillor Lee, and carried:

That the Employee and Labour Relations Committee approves the agenda as revised to:

1. *add a presentation by Toronto Civic Employees' Union – Local 416 C.U.P.E. – Library Division representatives for Agenda Item No. 9– Cleaning Services – A Report in Response to the Employee and Labour Relations Committee*

**ELRC
08-068**

Declarations of Interest

There were no Declarations of Interest by members of the Employee and Labour Relations Committee at the December 8, 2008 meeting.

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- ELRC 08-069** **Approval of October 27, 2008 Employee and Labour Relations Committee Meeting Minutes**
Moved by A. Chaleff-Freudenthaler, seconded by Councillor Lee, and carried:
That the Employee and Labour Relations Committee:
1. *approves the minutes of the October 27, 2008 Employee and Labour Relations Committee meeting.*

- ELRC 08-070** **Business Arising**
There were no Business Arising items at the December 8, 2008 Employee and Labour Relations Committee meeting.

- ELRC 08-071** **Presentations**
Rob Rolfe, Library Division Chair, and Brendan Haley, Library Unit Chair, Toronto Civic Employees' Union – Local 416 C.U.P.E. addressed the Committee concerning Agenda Item #9 – *Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of October 27, 2008* (see Resolution #08-0 below).
- The Union suggested that the costs of the revised proposal could be further reduced by using fewer employees and eliminating the requirement for management supervision.
- Moved by C. Lee, seconded by A. Chaleff-Freudenthaler, and carried:*
That the Employee and Labour Relations Committee:
1. *receives the Toronto Civic Employees' Union – Local 416 C.U.P.E. presentation on Agenda Item #9 – Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of October 27, 2008 for information.*

- ELRC 08-072** **Communications**
There were no Communications items at the December 8, 2008 Employee and Labour Relations Committee meeting.

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**ELRC
08-073**

Schedule of Meetings in 2009

Dan Keon, Director, Human Resources, advised that the proposed date of February 12, 2009 for a meeting of the Employee and Labour Relations Committee is no longer a possibility. Another date will be selected in February with the consensus of the Committee.

Moved by A. Chaleff-Freudenthaler, seconded by Councillor Lee, and carried:

That the Employee and Labour Relations Committee:

1. *approves a date in February 2009 to be determined for an Employee and Labour Relations Committee meeting; and*
2. *approves the Toronto Public Library Board – Employee and Labour Relations Committee – 2009 Meeting Schedule for April, June, September, November and December.*

**ELRC
08-074**

Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of October 27, 2008

The details of the report were discussed with the Committee.

Moved by Adam Chaleff-Freudenthaler, seconded by Ann Decter, and carried:

That the Employee and Labour Relations Committee:

1. *requests staff to explore options for incremental implementation of the contracting in of cleaning services at the Toronto Public Library by region, branch type and partial year.*

Moved by Adam Chaleff-Freudenthaler, seconded by Ann Decter, and carried:

That the Employee and Labour Relations Committee:

1. *requests staff to report on how the model could address the safety concerns identified in the report*

Moved by Adam Chaleff-Freudenthaler, seconded by Ann Decter, and carried:

That the Employee and Labour Relations Committee:

1. *Requests staff to cost the model based on the Canadian Centre for Policy Alternatives “living wage”.*

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- ELRC** **Closed Meeting**
08-075 At 7:00 p.m. it was:
 Moved by A. Chaleff-Freudenthaler, seconded by Councillor Lee,
 and carried:
 That the Employee and Labour Relations Committee:
 1. *conducts a Closed meeting as the subject matter being*
 considered is labour relations or employee negotiations.

At 7:15 p.m. the Committee resumed its meeting in public.

- ELRC** **Confirmation of Closed Meeting Decisions**
08-076 **Collective Bargaining**
 Moved by Councillor Lee, seconded by A. Chaleff-Freudenthaler, and
 carried:
 That the Employee and Labour Relations Committee:
 1. *receives the confidential Collective Bargaining verbal report*
 for information; and
 2. *recommends that the confidential information provided in the*
 Collective Bargaining verbal report not be made public as it
 may have an impact on labour relations.

- ELRC** **Other Business**
08-077 There were no Other Business items at the December 8, 2008
 Employee and Labour Relations Committee meeting.

- ELRC** **Adjournment**
08-078 *Moved by A. Chaleff-Freudenthaler, seconded by Councillor Lee, and*
 carried:
 z That the Employee and Labour Relations Committee:
 1. *adjourns the December 8, 2008 Meeting of the Employee and*
 Labour Relations Committee.

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The meeting ended at 7:15 p.m.

Signed: _____