

**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**

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 Employees' 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 discussed their proposal for the contracting-in of cleaning.

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Management provided a costing of the Union's proposal.

The Committee had discussions about the matter and asked for further information.

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.*

**ELRC
08-037**

Non-union Compensation Model

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
08-038**

Fair Wage Policy

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

That the Employee and Labour Relations Committee:

1. *receives the Fair Wage Policy report for information.*

**ELRC
08-039**

Other Business

There were no Other Business items at the June 11, 2008 meeting.

**ELRC
08-040**

Adjournment

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.*

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The meeting ended at 4:55 p.m.

Signed: _____