

**Toronto Public Library Board – Employee and Labour Relations Committee
Meeting No. 1: Thursday, February 28, 2008, 4:15 p.m. to 5:55 p.m.
Toronto Reference Library, Meeting Room B1, 789 Yonge Street, Toronto**

Committee Members Present:

Mr. Adam Chaleff-Freudenthaler
Mr. Matthew Church
Councillor Janet Davis
Ms. Ann Decter
Dr. Kathy Gallagher Ross

Committee Members Absent:

Councillor Chin Lee

ELRC Call to Order

08-001 Dan Keon, Director, Human Resources as the City Librarian's designate, called the meeting to order 4:15 p.m..

ELRC Election of Chair

08-002 Dan Keon called for nominations for the Chair of the Employee and Labour Relations Committee for the remainder of 2008.

Moved by K. Gallagher Ross, seconded by M. Church, and carried:

That the Employee and Labour Relations Committee:

- 1. nominates Councillor Janet Davis for Chair of the Employee and Labour Relations Committee.*

Councillor Davis agreed to stand for election.

Moved by K. Gallagher Ross, seconded by A. Chaleff-Freudenthal, and carried:

That the Employee and Labour Relations Committee:

- 1. closes nominations.*

Dan Keon declared Councillor Davis duly elected Chair of the Employee and Labour Relations Committee for 2008 by acclamation.

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ELRC Election of Vice Chair

08-003 Councillor Davis called for nominations for the Vice Chair of the Employee and Labour Relations Committee for 2008.

Moved by M. Church, seconded by K. Gallagher Ross, and carried:

That the Employee and Labour Relations Committee:

- 1. nominates A. Chaleff-Freudenthaler for Vice Chair of the Employee and Labour Relations Committee.*

Adam Chaleff-Freudenthaler agreed to stand for election.

Moved by K. Gallagher Ross, seconded by M. Church, and carried:

That the Employee and Labour Relations Committee:

- 1. closes nominations.*

Councillor Davis declared Adam Chaleff-Freudenthaler duly elected Vice Chair of the Employee and Labour Relations Committee for 2008 by acclamation.

ELRC Approval of Agenda

08-004 *Moved by K. Gallagher Ross, seconded by A. Chaleff-Freudenthaler, and carried:*

That the Employee and Labour Relations Committee:

- 1. approves the agenda.*

ELRC Declarations of Interest

08-005 There were no Declarations of Interest by members of the Employee and Labour Relations Committee.

ELRC Approval of November 7, 2007 Employee and Labour Relations Committee Meeting Minutes

08-006 *Moved by K. Gallagher Ross, seconded by A. Chaleff-Freudenthaler, and carried:*

That the Employee and Labour Relations Committee:

- 1. approves the minutes of the November 7, 2007 Employee and Labour Relations Committee meeting.*

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ELRC 08-007 Approval of November 7, 2007 Employee and Labour Relations Committee Closed Meeting Minutes

Moved by K. Gallagher Ross, seconded by, A. Chaleff-Freudenthaler, and carried:

That the Employee and Labour Relations Committee:

1. *approves the minutes of the November 7, 2007 Employee and Labour Relations Committee Closed meeting.*

ELRC 08-008 Business Arising

There were no Business Arising items at the February 28, 2008 meeting.

ELRC 08-009 Presentations

Rob Rolfe, Library Division Chair, Toronto Civic Employees' Union – Local 416 C.U.P.E. addressed the Committee regarding the contracting in of Library Cleaning Services under Letter of Understanding #22 – Contracting In/Out and Continuous Improvement. Mr. Rolfe indicated that the Union will be developing a proposal based on the conversion of clerk/caretaker positions to caretaker positions. More details will be provided when the proposal is submitted to the Board. He requested that the Committee make a commitment to in-house cleaning by the members of the Union.

Moved by Councillor Davis, seconded by K. Gallagher Ross, and carried:

That the Employee and Labour Relations Committee:

1. *refers the issues identified in the Toronto Civic Employees' Union – Local 416 C.U.P.E.'s presentation back to management staff;*
2. *requests that management staff meet with the Union to discuss the contracting-in proposal; and*
3. *reports back to a special meeting of the Employee and Labour Relations Committee prior to the April Board meeting on the outcome of these discussions with further information.*

ELRC 08-010 Communications

There were no Communication items at the February 28, 2008 meeting.

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ELRC Employee and Labour Relations Committee – Schedule of Meetings in 2008

08-011 *Moved by K. Gallagher Ross, seconded by , A. Chaleff-Freudenthaler and carried:*

That the Employee and Labour Relations Committee:

1. *approves Toronto Public Library Board – Employee and Labour Relations Committee – 2008 Meeting Schedule as follows:
Thursday, February 28 – 4:00 p.m.
Wednesday, April 30 – 4:00 p.m.
Wednesday, September 17 – 4:00 p.m.
Thursday, November 27 – 4:00 p.m.*
2. *adds an additional special meeting to be confirmed to take place before the April Board meeting to discuss the Union’s proposal to contract in for the Library’s Cleaning Services.*

ELRC Closed Meeting

08-012 At 4:55 p.m., it was:

Moved by A. Chaleff-Freudenthaler, seconded by M. Church, and carried:

That the Employee and Labour Relations Committee:

1. *conducts a Closed meeting as the subject matters being considered involve discussions regarding labour relations matters or employee negotiations.*

Confirmation of Closed Meeting Decisions

At 5:55 p.m., it was:

ELRC *Moved by A. Chaleff-Freudenthaler, seconded by K. Gallagher Ross, and carried:*

08-013 *That the Employee and Labour Relations Committee:*

1. *adopts the following actions taken in the February 28, 2008 Closed meeting:*
 - *City of Toronto Settlement with COTAPSAI;*
 - *Employee Benefits after Age 65;*
2. *receives the following verbal reports at the February 28, 2008 Closed meeting:*
 - *Union Job Evaluation and Pay Equity;*
 - *Status of a Toronto Public Library Employee.*

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ELRC City Of Toronto Settlement COTAPSAI

- 08-014** *Moved by A. Chaleff-Freudenthaler, seconded by K. Gallagher Ross, and carried:
That the Employee and Labour Relations Committee:*
1. *recommends to the Toronto Public Library Board that it adopts the confidential recommendation in Attachment 1; and*
 2. *authorizes release of the approved confidential recommendation when the matter is resolved.*

ELRC Employee Benefits after Age 65

- 08-015** *Moved by K. Gallagher Ross, seconded by A. Chaleff-Freudenthaler, and carried:
That the Employee and Labour Relations Committee:*
1. *recommends to the Toronto Public Library Board that it adopts the confidential recommendation in Attachment 1; and*
 2. *authorizes release of the approved confidential recommendation when the matter is resolved.*

Items for Information:

ELRC Union Job Evaluation and Pay Equity

- 08-016** *Moved by A. Chaleff-Freudenthaler, seconded by K. Gallagher Ross, and carried:
That the Employee and Labour Relations Committee:*
1. *receives the Union Job Evaluation and Pay Equity verbal report for information.*

ELRC Status of a Toronto Public Library Employee

- 08-017** *Moved by M. Church, seconded by K. Gallagher Ross, and carried:
That the Employee and Labour Relations Committee:*
1. *receives the Status of a Toronto Public Library Employee verbal report for information.*

ELRC Other Business

- 08-018** There were no Other Business items at the February 28, 2008 meeting.

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ELRC Adjournment

08-019

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

That the Employee and Labour Relations Committee:

- 1. adjourns the February 28, 2008 Employee and Labour Relations Committee meeting.*

The meeting ended at 5:55 p.m.

Signed: _____