

**APPROVED MINUTES**

**Toronto Public Library Board – Employee and Labour Relations Committee  
Meeting No. 1: Wednesday, February 25, 2009, 5:55 p.m. – 8:00 p.m.  
Toronto Reference Library, Meeting Room A2, 789 Yonge Street, Toronto**

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**Committee Members Present:**

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

**Committee Members Absent:**

Mr. Matthew Church (Ex officio)

**ELRC  
09-001**

**Call to Order**

Dan Keon, Director, Human Resources as the City Librarian's designate, called the meeting to order at 5:55 p.m.

**ELRC  
09-002**

**Election of Chair**

Dan Keon called for nominations for the Chair of the Employee and Labour Relations Committee for 2009.

***Moved by A. Chaleff-Freudenthaler, 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 A. Decter, 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 2009 by acclamation.

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**ELRC  
09-003 Election of Vice Chair**

At the request of the newly elected Chair, an election for Committee Vice Chair was conducted.

Councillor Davis called for nominations for the Vice Chair of the Employee and Labour Relations Committee for 2009.

***Moved by A. Decter, and carried:***

***That the Employee and Labour Relations Committee:***

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

Adam Chaleff-Freudenthaler agreed to stand for election.

***Moved by Councillor Lee, 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 2009 by acclamation.

**ELRC  
09-004 Declarations of Interest**

There were no Declarations of Interest by members of the Employee and Labour Relations Committee at the February 25, 2009 meeting.

**ELRC  
09-005 Approval of Agenda**

***Moved by Councillor Lee, and carried:***

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

- 1. remove the presentation by Toronto Civic Employees' Union – Local 416 C.U.P.E. – Library Division representatives for Agenda Item No. 8 – Confidential Labour Relations Issue;*
- 2. add a presentation by Toronto Civic Employees' Union – Local 416 C.U.P.E. – Library Division representatives for Agenda Item No. 10 – Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of December 8, 2008*

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- ELRC  
09-006**      **Approval of December 8, 2008 Employee and Labour Relations Committee Meeting Minutes**  
*Moved by A. Chaleff-Freudenthaler, and carried:  
That the Employee and Labour Relations Committee:*  
1.      *approves the minutes of the December 8, 2008 Employee and Labour Relations Committee meeting.*
- ELRC  
09-007**      **Approval of December 8, 2008 Employee and Labour Relations Committee Closed Meeting Minutes**  
*Moved by Councillor Lee, and carried:  
That the Employee and Labour Relations Committee:*  
1.      *approves the minutes of the December 8, 2008 Employee and Labour Relations Committee Closed meeting.*
- ELRC  
09-008**      **Business Arising**  
There were no Business Arising items at the February 25, 2009 Employee and Labour Relations Committee meeting.
- ELRC  
09-009**      **Presentations**  
A memo to the Employee and Labour Relations Committee from the Toronto Civic Employees' Union – Local 416 C.U.P.E. Library Division Executive concerning a Confidential Labour Relations issue was distributed. It was agreed by Committee members to discuss the matter later in the Closed portion of the meeting (see Resolution No. 09-013 below).
- ELRC  
09-010**      **Communications**  
There were no Communications items at the February 25, 2009 Employee and Labour Relations Committee meeting.

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**ELRC  
09-011**

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

Rob Rolfe, Library Division Chair, Toronto Civic Employees' Union – Local 416 C.U.P.E. addressed the Committee concerning Agenda Item #10 – *Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of December 8, 2008*.

Mr. Rolfe reiterated that the Union's position on Cleaning Services at Toronto Public Library is that it should produce full-time jobs. He also spoke about safety issues related to the contracting-in of Cleaning Services.

Ron Dyck, Director, Information Technology and Facilities answered questions concerning the details relating to costing information in the report.

It was agreed by Committee members to discuss the matter later in the Closed portion of the meeting (see Resolution No. 09-013 below).

**ELRC  
09-012**

**Asbestos Removal at Sanderson Branch**

Dan Keon, Director, Human Resources, reviewed the report that was tabled at the meeting with Committee members and responded to questions.

Adam Chaleff-Freudenthaler noted that he appreciates that staff has acknowledged the seriousness of this preventable incident and will take the necessary steps to ensure that it does not happen again.

***Moved by Councillor Lee, and carried:***

***That the Employee and Labour Relations Committee:***

1. *receives the Asbestos Removal at Sanderson Branch report for information.*

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**ELRC**  
**09-013**

**Closed Meeting**

At 6:40 p.m. it was:

***Moved by Councillor Lee, and carried:***

***That the Employee and Labour Relations Committee:***  
*conducts a Closed meeting as the subject matters being considered are labour relations or employee negotiations.*

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

**ELRC**  
**09-014**

**Confirmation of Closed Meeting Decision**  
**Confidential Labour Relations Issue**

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

***That the Employee and Labour Relations Committee:***

1. *receives the Confidential Labour Relations Issue verbal report for information; and*
2. *recommends that the confidential information provided in the Confidential Labour Relations Issue verbal report not be made public as it may have an impact on labour relations.*

**ERLC**  
**09-015**

**Confirmation of Closed Meeting Decision**  
**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.*

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- ELRC  
09-016**      **Confirmation of Closed Meeting Decision**  
**Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of December 8, 2008**
- Moved by Councillor Lee, seconded by A. Chaleff-Freudenthaler, and carried:*
- That the Employee and Labour Relations Committee:*
- 1. receives the confidential Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of December 8, 2008 verbal report for information; and*
  - 2. recommends that the confidential information provided in the Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of December 8, 2008 not be made public as it may have an impact on labour relations.*
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- ELRC  
09-017**      **Adjournment**
- Moved by A. Chaleff-Freudenthaler, seconded by Councillor Lee, and carried:*
- That the Employee and Labour Relations Committee:*
- 1. adjourns the February 25, 2009 Meeting of the Employee and Labour Relations Committee.*

The meeting ended at 8:00 p.m.

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