

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

Call to Order

08-066

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

ELRC

Approval of Agenda

08-067

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

Declarations of Interest

08-068

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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08-069 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 Business Arising

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

ELRC Presentations

08-071 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 #08-074 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 Communications

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

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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 Cleaning Services – A Report in Response to the Employee and Labour Relations Committee Motions of October 27, 2008**08-074**

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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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: _____