

**Toronto Public Library Board – Employee and Labour Relations Committee**

**Meeting No. 2: Monday, June 15, 2009, 4:40 p.m. – 5:25 p.m.**

**Toronto Reference Library, Beeton Auditorium, 789 Yonge Street, Toronto**

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**Committee Members Present:**

Councillor Janet Davis (Chair)

Mr. Adam Chaleff-Freudenthaler (Vice Chair)

Mr. Matthew Church (Ex officio)

Ms. Ann Decter

Councillor Chin Lee

**ELRC      Call to Order**

**09-018**      Councillor Janet Davis called the meeting to order at 4:40 p.m.

**ELRC      Declarations of Conflicts of Interest**

**09-019**      There were no Declarations of Conflicts of Interest by members of the Employee and Labour Relations Committee at the June 15, 2009 meeting.

**ELRC      Approval of Agenda**

**09-020**      *Moved by A. Decter, and carried:*

*That the Employee and Labour Relations Committee:*

*1.      approves the agenda.*

**ELRC      Approval of February 25, 2009 Employee and Labour Relations Committee Meeting Minutes**

*Moved by M. Church, and carried:*

*That the Employee and Labour Relations Committee:*

*1.      approves the minutes of the February 25, 2009 Employee and Labour Relations Committee meeting.*

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**ELRC      Approval of February 25, 2009 Employee and Labour Relations  
09-022      Committee Closed Meeting Minutes**

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

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

1.      *approves the minutes of the February 25, 2009 Employee and Labour Relations Committee Closed meeting.*

**ELRC      Business Arising**

**09-023**      There were no Business Arising items at the June 15, 2009 Employee and Labour Relations Committee meeting.

**ELRC      Presentations**

**09-024**      There were no Presentations at the June 15, 2009 Employee and Labour Relations Committee meeting.

**ELRC      Communications**

**09-025**      There were no Communications items at the June 15, 2009 Employee and Labour Relations Committee meeting.

**Item for Approval:**

**ELRC      Non-Union Compensation, 2009 and 2010**

**09-026**      A revised report was distributed at the meeting. The report was revised to include an exemption to the non-union wage freeze for employees close to retirement on pension.

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

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

1.      *recommends to the Toronto Public Library Board that it adopts the following cost-of-living and performance based increases in 2009 and 2010, for all non-union employees:*  
*(a)      In 2009:*

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**Non-Union Compensation, 2009 and 2010 – continued**

- i. *Performance based increases for progression through the salary range will remain in place and non-union employees may receive a zero to three percent increase based on the objectives that were established for their performance and work they performed in 2008;*
    - ii. *For those employees who have reached the top of the salary range, their performance based one-time re-earnable payments will be suspended; and*
    - iii. *The annual general salary increase (cost-of-living) will be zero.*
  - (b) *In 2010:*
    - i. *Performance based increases for progression through the salary range will remain in place and non-union employees may receive a zero to three percent increase based on the objectives that were established for their performance and the work they performed in 2009;*
    - ii. *For those employees who have reached the top of the salary range, their performance based one-time re-earnable payments will be suspended; and*
    - iii. *The annual general salary increase (cost-of-living) will be one percent;*
- 2. *recommends that for non-union employees:*
  - (a) *who are at the maximum salary (Job Rate) for their position;*
  - (b) *who have already acquired their OMERS “90 Factor” or unreduced pension or will acquire their OMERS “90 Factor” or unreduced pension between January 1, 2009 and December 31, 2011;*
  - (c) *will be eligible to retire at any time between January 1, 2009 and December 31, 2011;*  
*shall receive cost of living increases in a manner consistent with the recommendations adopted by City Council on April 29 and 30, 2009 as found in Attachment 2; and*
- 3. *recommends that the confidential information provided in this report not be made public as it may have an impact on labour relations.*

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**ELRC      Closed Meeting**

**09-027**

At 4:55 p.m. it was:

***Moved by M. Church, and carried:***

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

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

At 5:20 p.m. the Committee resumed its meeting in public.

**Confirmation of Closed Meeting Decisions**

**ELRC**

**Non-Union Compensation, 2009 and 2010**

**09-028**

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

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

1. *adopts the confidential recommendation in Attachment 1 for consideration by the Toronto Public Library Board; and*
2. *recommends that the confidential information provided in the Non-Union Compensation, 2009 and 2010 report not be made public as it may have an impact on labour relations.*

**Confirmation of Closed Meeting Decisions**

**ERLC**

**Collective Bargaining**

**09-029**

***Moved by Councillor Lee, 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      Adjournment**

**09-030**

***Moved by A. Chaleff-Freudenthaler, carried:***

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

1. *adjourns the June 15, 2009 Meeting of the Employee and Labour Relations Committee.*

The meeting ended at 5:25 p.m.

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