

**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**

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
09-018**

Call to Order

Councillor Janet Davis called the meeting to order at 4:40 p.m.

**ELRC
09-019**

Declarations of Conflicts of Interest

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

**ELRC
09-020**

Approval of Agenda

*Moved by A. Decter, and carried:
That the Employee and Labour Relations Committee:
1. approves the agenda.*

**ELRC
09-021**

**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 09-022** **Approval of February 25, 2009 Employee and Labour Relations 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 09-023** **Business Arising**
There were no Business Arising items at the June 15, 2009 Employee and Labour Relations Committee meeting.
- ELRC 09-024** **Presentations**
There were no Presentations at the June 15, 2009 Employee and Labour Relations Committee meeting.
- ELRC 09-025** **Communications**
There were no Communications items at the June 15, 2009 Employee and Labour Relations Committee meeting.
- Item for Approval:**
- ELRC 09-026** **Non-Union Compensation, 2009 and 2010**
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: _____