

Special Meeting of the Toronto Public Library Board – Employee and Labour Relations Committee

Meeting No. 2: Tuesday, March 25, 2008, 5:07 p.m. to 5:55 p.m.

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

Committee Members Present:

Mr. Adam Chaleff-Freudenthaler

Mr. Matthew Church

Councillor Janet Davis

Ms. Ann Decter

Dr. Kathy Gallagher Ross

Councillor Chin Lee

ELRC Call to Order

08-020 Janet Davis called the meeting to order 5:07 p.m.

ELRC Approval of Agenda

08-021 *Moved by K. Gallagher Ross, seconded by M. Church, and carried:
That the Employee and Labour Relations Committee:*
1. approves the agenda.

ELRC Declarations of Interest

08-022 There were no Declarations of Interest by members of the Employee and Labour Relations Committee at the March 25, 2008 meeting.

ELRC Business Arising

08-023 There were no Business Arising items at the March 25, 2008 meeting.

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Item for Information:**ELRC Cleaning Contract****08-024**

Management and the Union agreed to present Management's report and the Union's presentation concerning the progress of discussions regarding the contracting in of the Library's Cleaning Contract as a single item.

Dan Keon, Director, Human Resources, provided an update on discussions with the Union regarding the details of the current cleaning contract. Management staff met with the Union on March 10 and March 19. Copies of the Janitorial; Snow Removal; Landscaping; Security; and Window Cleaning contracts were provided to the Union. In addition, the Union was given a listing of the location of the current clerk-caretaker and caretaker positions and preliminary costing information regarding the conversion of clerk-caretaker positions to caretaker positions.

Andrea Addario, CUPE National Representative, advised the Committee that the preparation of the Union's contracting-in cleaning proposal could be completed with the agreement with Management of certain assumptions, including more specific information concerning the work of a clerk-caretaker compared to a caretaker.

Rob Rolfe, Library Division Chair, Toronto Civic Employees' Union – Local 416 C.U.P.E. outlined the importance of the Board moving to the point where all the Library's cleaning positions are unionized. He requested that consideration be given to extending the contract to allow more time for discussions.

***Moved by A. Chaleff-Freudenthaler, seconded by K. Gallagher Ross, and carried:
That the Employee and Labour Relations Committee:***

1. *requests that the current cleaning contract be extended on a month-by-month basis to the end of May to allow for further discussions between Toronto Public Library management staff and the Toronto Civic Employees' Union – Local 416 CUPE;*
2. *requests that management staff report to the April Board meeting concerning the implications of extending the contract beyond the March 31, 2008 deadline; and*
3. *requests that the Union submits their contracting-in proposal for cleaning services at the May Board meeting.*

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ELRC Other Business

08-025 Fair Wage Policy

Adam Chaleff-Freudenthaler requested that staff prepare a report for the Committee's consideration at a future meeting concerning the Fair Wage Policy.

ELRC Adjournment

08-026 *Moved by Councillor Lee, seconded by K. Gallagher Ross, and carried:*

That the Employee and Labour Relations Committee:

- 1. adjourns the March 25, 2008 Special Meeting of the Employee and Labour Relations Committee.***

The meeting ended at 5:55 p.m.

Signed: _____