TORONTO PUBLIC LIBRARY

4.

MINUTES

Toronto Public Library Board – Employee and Labour Relations Committee
Meeting No. 1: Wednesday, April 14, 2010, 5:45 p.m. – 6:35 p.m.
Toronto Reference Library, Board Room, 789 Yonge Street, Toronto

Committee Members Present:
Mr. Adam Chaleff-Freudenthaler
Mr. Matthew Church (Ex officio)
Ms. Ann Decter
Mr. Okeima Lawrence

Regrets:
Councillor Janet Davis

ELRC 10-001 **Call to Order**

Dan Keon, Director, Human Resources and the City Librarian's designate, called the meeting to order at 5:45 p.m.

ELRC 10-002 **Election of Chair of the Committee**

Dan Keon called for nominations for the Chair of the Employee and Labour Relations Committee for 2010.

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, while not in attendance at the meeting, had provided her consent to stand for election in advance of the meeting.

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 2010 by acclamation.

Election of Chair of the Committee – continued

Moved by *O. Lawrence****,*** *and* ***carried:***

That the Employee and Labour Relations Committee:

1. nominates A. Chaleff-Freudenthaler as Acting Chair for the April 14, 2010 meeting.

ELRC 10-003 **Declarations of Conflicts of Interest**

There were no Declarations of Conflicts of Interest by members of the Employee and Labour Relations Committee at the April 14, 2010 meeting.

ELRC 10-004 **Approval of Agenda**

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

That the Employee and Labour Relations Committee:

1. approves the agenda.

ELRC 10-005 **Approval of June 15, 2009 Employee and Labour Relations Committee Meeting Minutes**

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

That the Employee and Labour Relations Committee:

1. approves the minutes of the June 15, 2009 Employee and Labour Relations Committee meeting.

ELRC 10-006 **Approval of June 15, 2009 Employee and Labour Relations Committee Closed Meeting Minutes**

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

That the Employee and Labour Relations Committee:

1. approves the minutes of the June 15, 2009 Employee and Labour Relations Committee Closed meeting.

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ELRC 10-007 **Business Arising**

There were no Business Arising items at the April 14, 2010 Employee and Labour Relations Committee meeting.

ELRC 10-008 **Presentations**

There were no Presentations at the April 14, 2010 Employee and Labour Relations Committee meeting.

ELRC 10-009 **Communications**

There were no Communications items at the April 14, 2010 Employee and Labour Relations Committee meeting.

Item for Approval:

ELRC 10-010 **Diversity Plan**

Dan Keon introduced Sandra Carnegie-Douglas, temporary Manager, Diversity to the Committee. Ms. Carnegie-Douglas provided information regarding her work experience. At the request of the Acting Chair, she provided an overview of the information in the report.

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

1. *recommends to the Toronto Public Library Board that two members of the Board be appointed to serve as advisors on the development of the Diversity Plan.*

Item for Information:

ELRC 10-011 **Implementation of Collective Agreement** – *Verbal*

Dan Keon provided the following information concerning the implementation of the Collective Agreement:

1. Illness or Injury Plan (IIP):
   a. A report will be provided to the Board at the May meeting seeking approval to request funding from the City for the costs associated with the plan;
   b. Of the 1,961 employees contacted by letter to indicate their preference to remain with the current plan or move to the new one, 47% have moved to the IIP.
2. Workplace Violence Prevention & Response and Human Rights & Harassment Policy:
   a. On June 10, 2010, Bill 168 [Occupational Health and Safety Amendment Act (Violence and Harassment in the Work Place)], 2009, is expected to be passed. Organizations are to have the following in place: violence and harassment policies and programs; employee reporting and incident investigation procedures; emergency response procedures for violent incidents; and a process to deal with incidents, complaints and threats of violence. The Library has policies in place in regard to workplace violence prevention and response. Other issues were negotiated with Toronto Public Library Workers (TPLW), Local 4948, CUPE in collective bargaining last year. As a result, amendments to the Health and Safety plan will be implemented, with training, later in 2010.
3. Violence in the Workplace Public Awareness Campaign:
   a. To coincide with the National Day of Mourning on April 28 for employees killed or injured in the workplace, the Library, in cooperation with TPLW, Local 4948, is organizing a week of activities to highlight the issue of violence in the workplace. These activities include: a public program at the Toronto Reference Library regarding Bill 168; public service announcements; and book displays in eight branches.
4. Creation of Full-time Positions:
   a. This program is underway, with the soon-to-be posting of six full-time positions within the existing establishment.

Implementation of Collective Agreement – continued

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

That the Employee and Labour Relations Committee:

1. receives the Implementation of Collective Agreement verbal report for information.

ELRC 10-012 **Adjournment**

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

That the Employee and Labour Relations Committee:

1. adjourns the April 14, 2010 meeting of the Employee and Labour Relations Committee.

The meeting ended at 6:35 p.m.

Signed: _____