



# STAFF REPORT ACTION REQUIRED with Confidential Attachment

## COLLECTIVE BARGAINING PREPARATION

<b>Date:</b>	December 6, 2016
<b>To:</b>	HR/LR Committee
<b>From:</b>	Chief Executive Officer
<b>Reason for Confidential Information:</b>	<ul style="list-style-type: none"><li>• This report is about labour relations and employee negotiations</li></ul>

### Summary

---

TTC's various collective agreements expire March 31, 2018. It is important that the TTC begin consideration of the mandate, strategy and composition of the bargaining team using a balanced approach within available resource levels.

### Recommendations

**It is recommended that the Human Resources and Labour Relations Committee:**

1. Adopt the recommendation as set out in the confidential attachment; and
2. Authorize that the information contained in the confidential attachment remain confidential in its entirety as it contains information pertaining to labour relations and employee negotiations.

### Financial Summary

This report has no financial impact beyond what has been approved in the current year's budget.

The Chief Financial & Administration Officer has reviewed this report and agrees with the financial impact information.

## **Accessibility/Equity Matters**

This report has no accessibility or equity issues.

## **Issue Background**

In the lead up to 2014 bargaining, the TTC and the Board approached bargaining differently than it had in previous years. In particular, the TTC Board delegated authority to three members to work with TTC staff to develop its bargaining direction and mandate subject to final approval of the Board. Additionally, TTC assigned a dedicated Project Manager to focus on bargaining full time. In order to prepare for obtaining a mandate, the Project Manager developed a number of sub-committees which were attended by Executive nominees from across the organization. This group prioritized proposals on their respective subjects of expertise, which were subsequently prioritized by TTC Executive and ultimately the members of the Board.

## **Comments**

In 2015, the Board formally approved the creation of the Human Resources and Labour Relations Committee for the purpose of assisting the Board with fulfilling its obligations relating to labour relations, human resources, health and safety, and compensation matters and to establish a plan of continuity of senior management.

This report is a first step forward in developing the mandate, strategy and composition of the bargaining team for the 2018 collective bargaining process.

## **Contacts**

Gemma Piemontese, Chief People Officer  
(416) 393-3394, [gemma.piemontese@ttc.ca](mailto:gemma.piemontese@ttc.ca)

Megan MacRae, Director of Employee Relations  
(416) 393-2944, [megan.macrae@ttc.ca](mailto:megan.macrae@ttc.ca)

## **Attachment**

Attachment 1 – Confidential