



Minutes

Toronto Transit Commission Human Resources & Labour Relations Committee

Meeting No.: 10

Meeting Date: Wednesday, March 8, 2017

A meeting of the TTC Human Resources & Labour Relations Committee was held in the 7th Floor Executive Boardroom at 1900 Yonge Street, Toronto, Ontario, on Wednesday, March 8, 2017 commencing at 9:34 a.m. The meeting recessed at 9:35 a.m. to meet as the Committee of the Whole.

Present at Public Session

J. Colle (Chair), J. De Laurentiis, A. Heisey Q.C., J. Mihevc and D. Minnan-Wong (Members), A. Byford (Chief Executive Officer), R. Leary (Chief Service Officer), M. Palmer (Acting Chief Operating Officer), G. Piemontese (Chief People Officer), J. Taylor (Chief of Staff), P. Daniels (Director – Benefit Services), M. MacRae (Director – Employee Relations), B. Morrison (Director – Compensation Services), S. Currie (Project Coordinator, Human Resources), K. Lee (Head – Commission Services) and C. Finnerty (Coordinator – Secretariat Services).

Present at Committee of the Whole

J. Colle (Chair), J. De Laurentiis, A. Heisey Q.C., J. Mihevc and D. Minnan-Wong (Members), A. Byford (Chief Executive Officer), R. Leary (Chief Service Officer), M. Palmer (Acting Chief Operating Officer), G. Piemontese (Chief People Officer), J. Taylor (Chief of Staff), P. Daniels (Director – Benefit Services), M. MacRae (Director – Employee Relations), B. Morrison (Director – Compensation Services), S. Currie (Project Coordinator, Human Resources), K. Lee (Head – Commission Services) and C. Finnerty (Coordinator – Secretariat Services).

K. Lillyman (Chair's office) and D. Magisano (Mayor's Office) were also present.

J. Colle was in the Chair.

Declaration of Interest - Municipal Conflict of Interest Act

Nil

Minutes of the Previous Meeting

Commissioner Mihevc moved that the Human Resources & Labour Relations Committee approve the minutes of the Special meeting held on Tuesday, February 21, 2017.

The motion by Commissioner Mihevc carried.

Business Arising Out of the Minutes

Nil

Public Presentations

Nil

Presentations/Reports/Other Business

1. Benefit Comparisons

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

1. Receive the confidential attachment for information; 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.

Approved

2. Employment Efficiencies

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

1. Receive the confidential attachment for information; 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.

Approved

3. Bargaining Planning

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

1. Receive the confidential attachment for information; 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.

Approved

4. Salary Administration Policy

Commissioner Mihevc moved the following motion:

1. That staff consider the following factors in their next report to the Committee on this item: cost neutral options for implementation of the proposed Pay-for-Performance model, framework upon which the proposed structure would be based upon, current salary structure compared to the proposed Pay-for-Performance model and a summary of salary models used by market comparators.

The Committee approved the motion by Commissioner Mihevc and the item was adopted, as amended.

The meeting adjourned at 11:43 a.m.