

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 8-2004

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, September 7, 2004, commencing at 9:30 a.m.

ATTENDANCE

Committee: Councillors Collins, Chair, Almas, Angelone, Bentley, Brock, Harry, Heit, Leavens, Salci.

Staff: Mr. Nicol, Commissioner, Human Resources Department; Ms. Hepplewhite, Acting Deputy Regional Clerk, Ms. Gilroy Acting Regional Clerk.

Staff (Part-time): Ms. Fontana, Director of Corporate Health Services and Employee Relations, Mr. Miron, Corporate Health Services Manager, Mr. Cunnane, Director Public Safety.

HUMAN RESOURCES

69. Motion to appoint Regional Councillor
Anne Angelone to Human Resources Committee

Councillor Collins introduced Regional Councillor Anne Angelone to the Human Resources Committee. Councillor Angelone's Committee appointments will be moved at Regional Council on September 16, 2004.

70. Corporate Employee Recognition Team (CERT)
"Recognition of Excellence" Award Winners

Mr. Nicol, Commissioner, Human Resources Department, provided the committee with an overview of the Corporate Employee Recognition Team (CERT) "Recognition of Excellence" Award Winners.

Moved by Councillor Bentley
Seconded by Councillor Harry

That Report HR 34-2004, Corporate Employee Recognition Team (CERT) "Recognition of Excellence" Award Winners, September 7, 2004, be received for information.

Carried.

71. Revised Seniors Services Nursing
Management Structure – Linhaven

Mr. Nicol, Commissioner, Human Resources Department, provided the committee with an overview of the Revised Seniors Services Nursing Management Structure – Linhaven and projected savings of \$9,000 per year.

Moved by Councillor Leavens
Seconded by Councillor Salci

That Report HR 35-2004/ COM 67-2004, Revised Seniors Services Nursing Management Structure – Linhaven, September 7, 2004, be received for information.

Carried.

(Please note that Report HR 35-2004 (COM 67-2004) is attached to the Community Services Committee minutes)

72. Provincial Government Mandatory
Retirement Consultations

Mr. Nicol, Commissioner, Human Resources Department, and Ms. Fontana provided the committee with an overview of the Provincial Government's invitation to participate in consultation sessions on the possible elimination of mandatory retirement at age 65. Mr. Nicol also reviewed the Discussion Paper prepared by the Regional and Single Tier Municipal Human Resources Group, and suggested that the five areas identified as concerns for municipalities may be of interest to single tier municipalities in Niagara.

Moved by Councillor Heit
Seconded by Bentley

That Report HR 37-2004, Provincial Government Mandatory Retirement Consultations, September 7, 2004, be received for information.

Carried.

73. Attendance Support Program - Update

Mr. Nicol, Commissioner, Human Resources Department, and Mr. Miron provided the committee with an overview of the Attendance Support Program - Update.

Moved by Councillor Heit
Seconded by Councillor Almas

That Report HR 38-2004, Attendance Support Program - Update, September 7, 2004, be received for information.

Carried.

CLOSED SESSION

74. Moved by Councillor Harry
Seconded by Councillor Bentley

That this Committee do now meet in Closed Session for purposes of receiving information of a confidential nature relating to personnel matters.

Carried.

75. Arbitration Award
- Retroactivity Payment to Paramedics

Mr. Nicol, Commissioner, Human Resources Department, provided the committee with an overview of the Hotel Dieu Health Sciences Niagara and CUPE Local 7100 Arbitration Award and associated retroactivity costs to the Region.

Moved by Councillor Harry
Seconded by Councillor Salci

That Report HR 32-2004/ PHD 59-2004, Arbitration Award - Retroactivity Payment to Paramedics, September 7, 2004, be received for information.

Carried.

76. Jurisdictional Representation
- Deer Park Villa

Ms. Fontana, Director of Corporate Health Services and Employee Relations provided an overview of the Ontario Labour Board's decision regarding the jurisdictional representation at Deer Park Villa.

Moved by Councillor Heit
Seconded by Councillor Brock

That (Confidential) Report HR 36-2004/ COM 66-2004, September 7, 2004, be received and the recommendations proposed therein be approved.

Carried.

77. Oral Report
Recruitment of Commissioner of Community Services

Moved by Councillor Heit
Seconded by Councillor Harry

That the oral report regarding the recruitment of Commissioner of Community Services be received.

Carried.

78. Moved by Councillor Harry
Seconded by Councillor Heit

That Committee do now rise with report.

Carried.

STAFF DIRECTIONS

Staff were directed to report to the Committee in October with an update report on the Provincial Government's Mandatory Retirement consultations.

ADJOURNMENT

The Committee adjourned at 11:05 a.m. to meet again on Tuesday, October 12, 2004, Committee Room #4 at 9:30 am, at Regional Headquarters.

Michael Collins
Committee Chair

Anne Hepplewhite
Acting Deputy Clerk

Pam Gilroy
Acting Regional Clerk

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