

## **THE REGIONAL MUNICIPALITY OF NIAGARA**

### **HUMAN RESOURCES COMMITTEE**

#### **REPORT 04-2005**

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, March 29, 2005, commencing at **9:00 a.m.**

#### **ATTENDANCE**

- Committee: Councillors Collins, Chair, Bentley, Brock, Harry, Heit, Leavens.
- Staff: Mr. Nicol, Commissioner, Human Resources Department; Mr. Trojan, CAO; Ms. Hepplewhite, Acting Deputy Clerk and Corporate Records Manager.
- Staff (Part-time): Ms. Fontana, Director of Corporate Health Services and Employee Relations; Mr. Hagar, Manager, Labour Relations.

#### **JOINT REPORTS**

25. Public Access Defibrillator (PAD)  
at Regional Headquarters

Moved by Councillor Brock  
Seconded by Councillor Leavens

That Report HR 10-2005/PHD 16-2005, regarding Public Access Defibrillator (PAD) at Regional Headquarters, be received and forwarded to Regional Council for decision.

Carried.

#### **CONFLICT OF INTEREST**

26. Councillor Bentley declared an indirect pecuniary interest with respect to Report HR 03/2005, Police Services Board Remuneration, as he is a member of the Police Services Board, and he took no part in the discussion of, or voting, on this matter.

**HUMAN RESOURCES**

27. Police Services Board Remuneration

Chair Collins provided an overview with respect to Report HR 11-2005, Police Services Board Remuneration.

Moved by Councillor Brock  
Seconded by Councillor Harry

That Report HR 11-2005, regarding Police Services Board Remuneration, be received for information.

Carried.

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

Moved by Councillor Brock  
Seconded by Councillor Heit

That Report HR 13-2005, regarding Corporate Employee Recognition Team (CERT) "Recognition of Excellence" Award Winners, be received for information.

Carried.

**OTHER BUSINESS**

29. Mr. Nicol, Commissioner, Human Resources Department gave Committee a verbal update with regard to the Region's obligations under the *Public Sector Salary Disclosure Act*.

**CLOSED SESSION**

30. 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.

31. Verbal Report  
Contract Negotiations

Mr. Nicol, Commissioner, Human Resources Department and Ms. Fontana, Director of Corporate Health Services and Employee Relations provided the

committee with a general update regarding ongoing contract negotiations with ONA 9 (Homes), and CUPE Local 1019.

Moved by Councillor Brock  
Seconded by Councillor Harry

That the Verbal Report, Update – Contract Negotiations, March 29, 2005, be received for information.

Carried.

32. Ontario Health Premium

Mr. Nicol, Commissioner, Human Resources Department provided the committee with an overview regarding the Ontario Health Premium with respect to collective agreements and rights arbitrations across the province and potential implications to the Region, area municipalities, boards and agencies.

Moved by Councillor Brock  
Seconded by Councillor Bentley

That Report HR 12-2005, regarding Ontario Health Premium, be received for information.

Carried.

33. Contract Negotiations

Mr. Nicol, Commissioner, Human Resources Department and Mr. Hagar, Manager Labour Relations, summarized the proposed changes contained within the Memorandum of Settlement with CUPE Local 1287 dated March 17, 2005.

Moved by Councillor Brock  
Seconded by Councillor Harry

That Report HR 14-2005, regarding the Ratification of Collective Agreement – CUPE Local 1287, be received for information and the recommendations contained therein be approved.

Carried.

34. Verbal Report  
Commissioner of Community Services

Councillor Hildreth, Chair of the Community Services Committee and Councillor Casselman were in attendance to discuss the recruitment process

for the Commissioner of Community Services. Chief Administrative Officer, Mike Trojan, provided the Committee with a verbal report concerning the recruitment process and various options to proceed.

Moved by Councillor Bentley  
Seconded by Councillor Heit

That the Verbal Report, Update – Commissioner of Community Services, March 29, 2005, be received for information.

Carried.

35. Moved by Councillor Bentley  
Seconded by Councillor Heit

That Committee do now rise with report.

Carried.

### **ADJOURNMENT**

The Committee adjourned at 10:15 a.m. to meet again on Tuesday, April 19, 2005, Committee Room #4 at **9:00 am**, at Regional Headquarters.

Michael Collins  
Committee Chair

Anne Hepplewhite  
Acting Deputy Clerk

Pam Gilroy  
Regional Clerk/Associate Director  
of Corporate Strategy