

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 01-2005

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, Jan. 11, 2005, commencing at **9:00 a.m.**

ATTENDANCE

Committee: Councillors Collins, Chair, Partington, Regional Chair, Angelone, Bentley, Brock, Harry, Heit, Leavens, Mastroianni, Salci, Saracino.

Staff: Mr. Nicol, Commissioner, Human Resources Department; Mr. Trojan, CAO; Ms. Hepplewhite, Acting Deputy Clerk and Corporate Records Manager.

Staff (Part-time): Ms. Gilroy, Regional Clerk; Ms. Elliott, Director Organizational Development & Compensation Services; Ms. Speranzini, Manager Organizational Development, Ms. St. John, United Way Campaign Chair, Mr. Ventresca, Acting Commissioner, Community Services

PRESENTATION

1. United Way Incentive Award Presentations

Ms. St. John, Chair of the United Way Employee Action Group, explained that bargaining units and the non-union association support the Region's United Way campaign by sponsoring incentive awards for employees who participate in the payroll deduction program. She introduced representatives of bargaining units and the non-union association and incentive award winners as follows:

Bargaining Unit	Representative	Award Winner
CUPE 1297	Steve Leavitt	Joanie Haight
CUPE 1757	Laurie Ann Barnatt	Patricia Kemp
CUPE 1019	Larry Butters/Dave Matthews	Ingrid Crowe
RENU	Mike Shepherd	Donna Koop

Leslie Matson, the award winner for CUPE 1263, was unable to attend.

HUMAN RESOURCES

2. Quality of Work Life Action Report

Mr. Nicol, Commissioner, Human Resources Department, and Ms. Speranzini provided the committee with an overview of the Quality of Work Life Action Report and responded to questions from Councillors.

Moved by Councillor Heit
Seconded by Councillor Brock

That Report HR 01-2005, regarding the Quality of Work Life Action Report, be received for information.

Carried.

CONFLICT OF INTEREST

3. 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.

4. Police Services Board Remuneration

Moved by Councillor Brock
Seconded by Councillor Angelone

That Report HR 03-2005, regarding the Police Services Board Remuneration, be received for information.

Carried.

OTHER BUSINESS

5. Moved by Councillor Brock
Seconded by Councillor Bentley

That the Human Resources Committee recommend that Regional Council bring the Council Organization Review Committee report regarding the three week rolling schedule forward for consideration as soon as possible in order to accommodate decision making regarding Council's Business Plan and Strategic Planning.

Carried.

CLOSED SESSION

6. Moved by Councillor Heit
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.

7. Ratification of Collective Agreement – IUOE Local 772
- Community Services Department

Moved by Councillor Angelone
Seconded by Regional Chairman Partington

That Report HR 02-2005/ COM 6-2005, Ratification of Collective Agreement – IUOE Local 772 – Community Services Department, January 11, 2005, be received and forwarded to Council for decision.

Carried.

8. Verbal Report
Update – Contract Negotiations

Mr. Nicol, Commissioner, Human Resources Department provided the committee with a general update regarding ongoing and upcoming contract negotiations.

Moved by Councillor Angelone
Seconded by Councillor Mastroianni

That the Verbal Report, Update – Contract Negotiations, January 11, 2005, be received for information.

Carried.

9. Moved by Councillor Angelone
Seconded by Councillor Brock

That Committee do now rise with report.

Carried.

ADJOURNMENT

The Committee adjourned at 9:55 a.m. to meet again on Tuesday, February 8, 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