

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 02-2005

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, February 8, 2005, commencing at **9:00 a.m.**

ATTENDANCE

Committee: Councillors Mastroianni, Vice-Chair, Partington, Regional Chair, Almas, Angelone, Bentley, Brock, Leavens, Saracino.

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

Staff (Part-time): Ms. Elliott, Director Organizational Development & Compensation Services; Ms. Fontana, Director of Corporate Health Services and Employee Relations, Ms. Speranzini, Manager Organizational Development, Ms. DeMontmorency, Manager Compensation and Benefits.

Guests: Mr. Jim Wilsher, EFAP Committee, Councillor Bruce Timms.

PRESENTATION

10. Mr. Bruce Allen, Vice-President, CAW Local 199

Mr. Allen discussed repetitive strain injuries and the need for ergonomic regulations to be incorporated into occupational health and safety legislation in Ontario. He asked Committee to support the introduction of ergonomic regulations into Labour legislation in Ontario.

Moved by Councillor Angelone
Seconded by Councillor Almas

That staff be directed to review any current occupational health bills before the legislature for ergonomic regulations and to provide an update regarding the in house ergonomics program.

(Please see Staff Directions)

Carried.

HUMAN RESOURCES

11. Corporate Learning Calendar – January through December 2005

Mr. Nicol, Commissioner, Human Resources Department, and Ms. Speranzini provided the committee with an overview of the Report HR 04-2005, Corporate Learning Calendar – January through December 2005. He drew specific attention to courses offered on facilitation skills, communication, career planning, project management and health and safety.

Moved by Councillor Brock
Seconded by Councillor Saracino

That Report HR 04-2005, regarding the Corporate Learning Calendar, be received for information.

Carried.

12. Employee Assistance Program (EFAP) 2003/2004 Annual Report

Mr. Nicol, Commissioner, Human Resources Department, provided the committee with an overview of the Report HR 05-2005, Employee Assistance Program Annual Report.

Moved by Councillor Brock
Seconded by Councillor Angelone

That Report HR 05-2005, regarding the Employee Assistance Program, be received for information.

Carried.

13. 2004 Human Resources Department Annual Report

Mr. Nicol, Commissioner, Human Resources Department, provided the committee with an overview of the Report HR 06-2005, 2004 Human Resources Department Annual Report. This year's highlights included the OMERS consolidation, various organizational development activities, successful shared service partnerships with area municipalities in the areas of labour relations and job evaluation and the seamless transfer of paramedic services to the Region.

Moved by Councillor Brock
Seconded by Councillor Angelone

That Report HR 06-2005, regarding the 2004 Human Resources Department Annual Report, be received for information.

Carried.

OTHER BUSINESS

14. Councillor Timms brought forward the proposal that the taxpayer could be better informed about what the Region does through the use of a directed advertising page in local newspapers.

Moved by Councillor Brock
Seconded by Councillor Saracino

That committee refer to Corporate and Financial Services Committee the reconsideration of a proposed newspaper community page that would include all Regional advertising and be distributed across the Region.

Carried.

CLOSED SESSION

15. Moved by Councillor Brock
Seconded by Councillor Saracino

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

Carried.

16. Amendments to Non-Union Terms and Conditions of Employment

Moved by Councillor Brock
Seconded by Councillor Angelone

That Report HR 07-2005, regarding Amendments to Non-Union Terms and Conditions of Employment be approved;

That the Commissioner of Human Resources be authorized to amend and update the Terms and Conditions of Employment for Non-Union Employees Booklet;

That the Councillor benefit plan entitlements be amended as proposed for the Non-Union part-time employees group.

Carried.

17. Niagara's Local Model for One-Stage Application Process: Human Resource Implications

Moved by Regional Chairman Partington
Seconded by Councillor Leavens

That Report HR 08-2005 /COM 19-2005 be received and forwarded to Regional Council for decision.

Carried.

18. Verbal Report
Contract Negotiations

Mr. Nicol, Commissioner, Human Resources Department provided the committee with a general update regarding ongoing and upcoming contract negotiations with ONA 9 (Homes), CUPE Local 1019 and CUPE Local 1287.

Moved by Councillor Bentley
Seconded by Councillor Almas

That the Verbal Report, Update – Contract Negotiations, February 8, 2005, be received for information.

Carried.

19. Moved by Councillor Brock
Seconded by Councillor Angelone

That Committee do now rise with report.

Carried.

STAFF DIRECTIONS

Staff were directed to review any current occupational health bills before the legislature for ergonomic regulations and to provide an update regarding the in house ergonomics program.

ADJOURNMENT

The Committee adjourned at 10:35 a.m. to meet again on Tuesday, March 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