

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 12-2005

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, October 25, 2005, commencing at 9:00 a.m.

ATTENDANCE

Committee: Councillors Collins, Chair; Almas, Brock, Harry, Leavens, Mastroianni, Saracino.

Staff: Mr. Nicol, Commissioner, Human Resources Department; Mr. Trojan, Chief Administrative Officer; Ms. Gilroy, Regional Clerk.

Staff (Part-time): Ms. Elliott, Director, Organizational Development and Compensation Services; Mr. Hagar, Manager, Employee Relations; Dr. Speranzini, Manager, Organizational Development; Mr. Ventresca, Director, Seniors Services.

HUMAN RESOURCES

85. OMERS Contribution Rate Update

Mr. Nicol, Commissioner of Human Resources, provided an overview of Report HR 39-2005, noting that the report was presented at the request of Committee, to provide an update as to the OMERS Board request of the Provincial government for an average increase in employer and employee share contribution rates by 0.6%. He explained the 2006 rates, if approved by the government, are effective the first pay period in January, 2006.

Mr. Nicol responded to questions from Committee and advised that a further report will be presented with respect to Bill 206, Ontario Municipal Employees Retirement System Act, 2005, which had its first reading on June 1, 2005. The passage of this bill will result in major changes to OMERS, including potential significant increases in pension costs concerning supplemental plans for fire and police.

Moved by Councillor Brock
Seconded by Councillor Harry

That Report HR 39-2005 regarding OMERS Contribution Rate Update, October 25, 2005, be received.

Carried.

CLOSED SESSION

86. Moved by Councillor Brock
Seconded by Councillor Leavens

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

Carried.

87. Shortfall in Provincial Funding for Long-Term Care
- Possible Human Resource Implications

Mr. Nicol, Commissioner of Human Resources, and Mr. Ventresca, Director, Seniors Services, provided an overview of Report COM 89-2005, and responded to questions from Committee members.

Moved by Councillor Saracino
Seconded by Councillor Leavens

That Report COM 89-2005, October 24, 2005/HR 37-2005, October 25, 2005, respecting Shortfall in Provincial Funding for Long-Term Care – Possible Human Resources Implications, be deferred to the next Human Resources Committee meeting on November 15, 2005, for further information to be received following preliminary budget deliberations at the Budget Review Committee meeting of November 3, 2005.

Carried.

(Please see Staff Directions.)

88. CUPE Local 1287 Related Employer
Application to the Ontario Labour Relations Board

Mr. Nicol, Commissioner of Human Resources and Mr. Hagar, Manager, Employee Relations, provided an overview of Report HR 38-2005, and responded to questions from Committee members.

Moved by Councillor Mastroianni
Seconded by Councillor Almas

That Report HR 38-2005, CUPE Local 1287 Related Employer Application to the Ontario Labour Relations Board, October 25, 2005, concerning “the operation of associated or related businesses or activities under common control or direction by The Regional Municipality of Niagara and Niagara Regional Housing Corporation”, be received for information.

Carried.

89. Oral Report – Update – Contract Negotiations
ONA 9 (Homes for the Aged)

Mr. Nicol, Commissioner, Human Resources Department, provided an update on contract negotiations with ONA 9 (Homes for the Aged).

Moved by Councillor Brock
Seconded by Councillor Almas

That the Oral Report with respect to an update on contract negotiations with ONA 9 (Homes for the Aged), be received for information.

Carried.

90. Moved by Councillor Harry
Seconded by Councillor Saracino

That this committee do now rise with report.

Carried.

STAFF DIRECTIONS

Staff was asked to:

- develop a communications strategy to address concerns related to the potential impact of the shortfall in provincial funding for long-term care facilities (Minute Item 87)

ADJOURNMENT

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

Michael Collins
Committee Chair

Pam Gilroy
Regional Clerk