



The Corporation of the Town of Midland

Minutes of the Meeting of the Human Resources Committee with closed session held on Friday February 8, 2019, at 9:00 a.m. in the Municipal Office Council Chambers.

Present: Councillor C. Cunningham, Chair
Mayor S. Strathearn
Councillor J. Main

Staff Present: Director of Human Resources/Health & Safety, L. Yourkin
Recording Secretary, A. Grenier

Regrets: Deputy Mayor M. Ross

1. Call to Order

The Chair called the meeting to order at 9:01 a.m.

2. Declarations of Conflict of Interest

There were none.

3. Adoption of Previous Minutes

a) Minutes of the January 11, 2019 Human Resources Committee Meeting;

The Committee reviewed the minutes of the January 11, 2019 meeting. It was then

Moved by: J. Main

Resolution No. 2019-07

Seconded by: S. Strathearn

That the January 11, 2019 Human Resources Committee Meeting Minutes be adopted as printed and circulated.

CARRIED.

4. Review of HR Committee Terms of Reference

The Director of Human Resources/Health & Safety facilitated a discussion to review the current Terms of Reference By-law for the HR Committee. No changes were recommended by the Committee.

5. Recruitment Update

The Director of Human Resources/Health & Safety provided an overview of the new applicant tracking system, and the status of the 2019 recruitments in process.

6. Workplace Violence and Harassment Incident Update

The Director of Human Resources/Health & Safety updated the Committee on an incident that occurred at the Town Hall on January 29, 2019, and the steps taken by the Town following the event.

7. Council Remuneration – 1/3 Tax Changes

The Director of Human Resources/Health & Safety updated the Committee that there will be a retro-adjustment in the annual remuneration for Mayor and Council to January 1, 2019, as per Staff Report TR-2017-15 (Resolution No. 2017-360). This is an increase in the gross pay to ensure the net take-home pay remains the same with the elimination of the 1/3 tax allowance.

8. Closed Session

a) Motion to move into closed session

Moved by: J. Main

Resolution No. 2019-08

Seconded by: S. Strathearn

That the Committee move into closed session; and

Further that this portion of the meeting be closed to the public pursuant to section 239 of the *Municipal Act, 2001*, as indicated:

Subsection 2d) labour relations or employee negotiations

CARRIED.

i) Closed Session Items

a) Labour Relations Update - OPSEU

The Director of Human Resources/Health & Safety provided a labour relations status update of the various collective agreements. Following this the Committee directed staff to prepare the appropriate motion for consideration in Open Session. It was then

Moved by: J. Main Resolution No. 2019-09
Seconded by: S. Strathearn

That this Closed Meeting of the Human Resources Committee be adjourned at 11:40 a.m.; and

That the Committee now rise and report to open session.

CARRIED.

9. Open Session

a) Motions arising from closed session

i) Labour Relations Update

Moved by: S. Strathearn Resolution No. 2019-10
Seconded by: J. Main

That Administration be directed to prepare a closed session report to Council detailing the Human Resources Committee's recommendations respecting labour relations negotiations.

CARRIED.

10. Adjournment

As no other business was discussed, it was

Moved by: S. Strathearn Resolution No. 2019-11
Seconded by: J. Main

That this meeting of the Human Resources Committee with closed session be adjourned at 11:29 a.m.

CARRIED.

Minutes approved March 8, 2019; Resolution No. 2019-12.

Chair

Recording Secretary