

Organization Committee Minutes
TORONTO COMMUNITY HOUSING CORPORATION
Thursday, May 5, 2005

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The Organization Committee of the Board of Directors of the Toronto Community Housing Corporation met on May 5, 2005 Main Board Room, 931 Yonge Street, Toronto, commencing at 12:40 p.m.

Members Present:

Mr. John Brewin, Chair
Ms. Penny Milton
Mr. Nick Volk
Councillor Norm Kelly
Ms. Mariam Adam

Regrets:

N/A

Also Present:

Mr. Harold Ball, Vice President, Human Resources
Mr. Mike Moffatt, Director, Labour Relations

The Chair, Mr. Brewin called the meeting to order, and Allison Godfrey served as recording secretary.

Declarations of Interest in Matters before the Committee

The Chair requested the members of the Human Resources Committee to indicate any Agenda Item in which they had an interest.

No members declared an interest in the matters before the committee.

Confirmation of Minutes of the Organization Committee, March 17, 2005

ON MOTION MADE, by Mr. Volk, the Organization Committee approved the minutes of March 17, 2005.

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Approval of Agenda

ON MOTION MADE by Mr. Volk, the Organization Committee approved the agenda.

***IN CAMERA* PROCEEDINGS:**

ON MOTION MADE, the Organization Committee resolved to meet *in camera* to consider Item 8.

ITEM 1: FLEXIBLE WORKPLACE POLICY (ORG:2005-07)

The Organization Committee had before it the above-captioned report (ORG:2005-07) from the Chief Executive Officer proposing that the Committee adopt the report and forward to the Board of Directors for approval.

ON MOTION MADE by Ms. Milton, the Organization Committee adopted the report and forwarded it to the Board of Directors for approval.

The Committee requested that approximately one year after the implementation of the policy, a report be brought back with respect to monitoring the program, including employee satisfaction, problem areas and any ongoing changes that may need to be made to the policy.

The Committee also requested that Managers be obliged to provide staff with a written explanation if a request under the policy is refused.

ITEM 2: FIRST QUARTER PERFORMANCE REPORT-ORGANIZATION (ORG:2005-08)

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The Organization Committee had before it the above-captioned report (ORG:2005-08) from the Chief Executive Officer proposing that the Committee receive the report and forward to the Board of Directors for information.

ON MOTION MADE by Mr. Volk, the Organization Committee received the report and forwarded it to the Board of Directors for information.

The Committee requested that at upcoming meetings, staff provide an in-depth report on specific topics, over and above the Quarterly, on such topics as WSIB statistics, grievances and other reports that might be called for from time to time. These reports would be measured on a year by year basis, and provide more analysis and costing information.

ITEM 3: RESTRUCTURING UPDATE

Mr. Ball informed the Committee that ongoing restructuring of various units is proceeding as planned. Union harmonization is occurring in various units such as Property Management Division, HSI, the Call Centre and Housing Connections.

Human Resources has created a Career Learning Centre, where staff can benefit from peer counseling, resume writing workshops, and up-grade computer skills in order to better compete for new internal positions. According to Mr. Ball, there has been a positive response from staff, and high usage of the facilities.

ITEM 4: LEADERSHIP DEVELOPMENT UPDATE

Mr. Ball updated the committee on the new Leadership Development program. The initial session, where TCHC partners with the Shulich School of Business, will take place with members of senior staff at the end of May, with a second session in September. Staff will be challenged with strategic thinking exercises, critical thinking, modules on social change and organizational culture, along with better leadership and best practices models.

ITEM 5: APPRENTICESHIP UPDATE

Mr. Ball informed the Committee about the status of the Apprenticeship partnership with Carpenters Local 27 and the YMCA. The project is set for a June 2005 launch, and the 12 participants live in TCHC properties. If this project is successful, TCHC is hoping to attract

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interest in similar partnership from other trades.

ITEM 6: COMMUNITY TRAINING PLAN UPDATE

Mr. Ball updated the Committee on the status of the local Community Training Plans. Twenty-four of Twenty-seven CHU's have training committees, and HR is providing facilitation in order to help these groups to move the plans forward. The Committee requested that staff be given the option to take mediation and conflict resolution courses to improve relations with tenants.

ITEM 7: TENANT AND STAFF RELATIONS DISCUSSION

The Committee had a brief discussion on Tenant and Staff relations, as requested. The Committee requested that a discussion of this issue take place at an upcoming Communities Committee meeting. Mr. Ball indicated that the Acting Manager of Training and Development will contact Ms. Adam in order to discuss the planned curriculum for future training sessions.

ITEM 8: CONFIDENTIAL (ORG:2005-05)

PUBLIC PROCEEDINGS:

At 2:35 p.m. the Chair announced the resumption of the public proceedings and the public meeting reconvened at this time.

ON MOTION MADE, by Ms. Milton, the Organization Committee ratified the actions authorized during the *in camera* proceedings.

ADJOURNMENT

ON MOTION MADE, by Ms. Adam, the Organization Committee resolved to adjourn the meeting.

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The public meeting of the Organization Committee was adjourned at 2:40 p.m.

Secretary

Chair

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