



Organization Committee

931 Yonge Street
Toronto M4W 2H2

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The Organization Committee of the Toronto Community Housing Corporation met on Thursday, April 6, 2006, in the Boardroom, 931 Yonge Street, commencing at 9:35 a.m.

Directors present: Mr. John Brewin, Chair
Mr. Nick Volk
Ms. Mariam Adam
Councillor Suzan Hall

Regrets: Ms. Penny Milton

Also present: Mr. Harold Ball, Vice President, Human Resources
Mr. Dave Turton, Acting Director, Labour Relations
Ms. Jennifer DeFour, Manager Health and Safety
Ms. Marion Thomson, Manager, Training, Training & Development
Ms. Edie Saunders, Special Projects Manager
Ms. Kariema Baksh, Labour Relations

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

DECLARATION OF CONFLICT OF INTEREST

The Chair requested members of the Organization Committee to indicate any agenda item in which they had a conflict of interest, together with the nature of the interest. None were declared.

CONFIRMATION OF AGENDA

Motion carried **ON MOTION MADE**, by Mr. Nick Volk:

The agenda was confirmed as presented.

CONFIRMATION OF AGENDA

Motion carried The agenda was confirmed as presented.

**MINUTES CONFIRMATION OF PUBLIC MINUTES OF THE ORGANIZATION
COMMITTEE FOR JANUARY 30, 2006**

Motion carried **ON MOTION MADE** by Mr. Nick Volk:

the Organization Committee adopted the above-captioned minutes.

ITEM 1 2006 ORGANIZATION COMMITTEE WORKPLAN

Mr. Ball requested that this item be deferred until the next meeting of the Organization Committee.

ITEM 2 HEALTHY ORGANIZATION STRATEGY ORG:2006-05

*Motion carried
as amended* The Organization Committee had before it the above-captioned report (CBC:2006-05) from the Chief Executive Officer recommending that the Organization Committee receive the report for information and forward it to the Board of Directors for information.

ON MOTION MADE by Mr. Nick Volk,:

the Organization Committee received the report and recommended the report be amended as discussed at the meeting and brought back to a future meeting of the Organization Committee.

The Chair also requested that the Healthy Organization Strategy be added as a monthly agenda item to the Organization Committee.

**ITEM 3 DISCUSSION ON RETURN TO
WORK/REHABILITATION PROCEDURE**

The Committee was presented with a discussion item originating from requests for more in depth conversations on certain performance indicators.

TCHC has made a concerted effort to harmonize and simplify the return to work procedure in the past few years, as there were over 200 staff with permanent restrictions at the time of the merger. Since that time, staff has worked to produce a disability management protocol that gives TCHC employees a consistent and integrated approach to injuries across the portfolio. As well, the protocol takes WSIB legislation and the Ontario Human Rights Code. Human Resources staff, allied with managers and the unions, have worked to decrease the number of restricted staff significantly, and have the protocol also used as a preventive tool for future staff injuries.

The Committee thanked staff for the information and the discussion.

ITEM 4 RESTRUCTURING UPDATE (VERBAL)

Mr. Ball updated the Organization Committee on restructuring within TCHC. There is still ongoing reorganization in the Property Management Division, and the Finance Division will have new program areas, in order to support CMP initiatives.

Councillor Hall asked about issues surrounding the sites run by contract management staff. At the moment, most of the TCHC initiatives towards restructuring are not in the buildings managed privately.

**ITEM 5 LEADERSHIP DEVELOPMENT UPDATE
(VERBAL)**

Mr. Ball informed the Organization Committee that the second module for senior managers at York University has been completed. The

groups are moving into the next phase, producing their strategic projects and then presenting them. There will be an evaluation of the program at its completion.

**ITEM 6 COMMUNITY TRAINING PLAN UPDATE
(VERBAL)**

The Committee was given an update of the Community Training Plans by Ms. Thompson, and informed that a more in depth discussion of the system will be presented at the next meeting.

**ITEM 7 PERFORMANCE MANAGEMENT PLAN
UPDATE (VERBAL)**

The Committee was updated on the status of the Performance Management Plan. The forms and expectations were changed and refined for the 2006 PMP cycle, including writing clearer and more consistent, measurable outcomes and achievable, structured staff capabilities. The program also ensures that individual outcomes are in line with the CMP. 2006 will be the third year of the PMP, and in necessitating a culture shift at TCHC.

ITEM 8 APRENTICESHIP UPDATE (VERBAL)

Mr. Ball updated the Committee on developments with the Apprenticeship program.

IN CAMERA PROCEEDINGS

Motion carried **ON MOTION MADE** by Nick Volk,

the Organization Committee resolved to meet *in camera* to

consider items A, B, and C.

PUBLIC PROCEEDINGS

Motion carried At 11:55 a.m. the Chair announced the resumption of the public proceedings and the public meeting reconvened at that time.

ON MOTION MADE by Nick Volk:

the Organization Committee ratified the actions authorized during the *in camera* meeting.

ADJOURNMENT

The meeting of the Organization Committee was adjourned at 12:00 p.m.

Secretary

Chair