



## Organization Committee

931 Yonge Street  
Toronto M4W 2H2

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The Organization Committee of the Toronto Community Housing Corporation met on Thursday, May 11, 2006, in the Boardroom, 931 Yonge Street, commencing at 9:35 a.m.

<b>Directors</b>	Mr. John Brewin, Chair	<b>Regrets:</b>	Mr. Nick Volk
<b>present:</b>	Ms. Mariam Adam		Councillor Suzan Hall
	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

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

### **DECLARATION OF CONFLICT OF INTEREST**

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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**

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*Motion carried* **ON MOTION MADE**, by Ms. Mariam Adam:

Item 10, entitled Other Business was added to the agenda. The agenda was confirmed as amended.

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

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*Motion carried*    **ON MOTION MADE** by Ms. Mariam Adam:

the Organization Committee adopted the above-captioned minutes, pending the agreed upon amendments.

**ITEM 1      FIRST QUARTER PERFORMANCE REPORT-  
ORGANIZATION** ORG:2006-06

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*Motion carried*    The Organization Committee had before it the above-captioned report (ORG:2006-06) from the Chief Executive Officer recommending that the Organization Committee receive the report for information and forward to the Board of Directors.

**ON MOTION MADE** by Ms. Penny Milton:

the Organization Committee adopted the report and recommended that the report be forwarded to the Board of Directors.

**ITEM 2      IN DEPTH DISCUSSION ON TRAINING ISSUES**

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The Organization Committee was given with an in depth presentation on TCHC's training programme. This included a short question and answer session. The Committee was informed that the programme would be evaluated in the fall of 2006, and the results would be brought back to the Committee for their information. The Committee noted that tenant representatives were searching for opportunities to obtain better and more focused training in order to perform their duties. The Committee also asked that private management be considered in future training modules.

The Committee thanked staff for the information and the discussion.

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**ITEM 3                    2006 ORGANIZATION COMMITTEE WORKPLAN**

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Mr. Ball presented the Committee with a workplan for the Committee. The Committee requested that a more detailed document be prepared for the last six months of the year. Mr. Ball and the Chair also decided to meet soon to discuss the CMP strategy and a more comprehensive workplan.

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**ITEM 4                    HEALTHY ORGANIZATION STRATEGY  
UPDATE (VERBAL)**

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Mr. Ball led a discussion on upcoming staff sessions on the Healthy Organization Strategy. The plan is jointly sponsored by unions and management, and will be implemented through peer facilitators in unit based sessions during late May and June. These results will factor into corporate wide plans, and will be supported by a written staff survey, and hard data collected via EAP usage, and healthcare costs, among other indicators. The ultimate goal is to build a healthy community of TCHC staff.

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

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Mr. Ball informed the Committee that a consultant has been hired to conduct an evaluation of the project, and that the second group of senior managers would present their projects in early June.

The Committee expressed an interest in seeing the results of the evaluation at a future meeting.

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

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This item was dealt with during the discussion of Item 2.

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

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Mr. Ball informed the Committee that the PMP team is beginning the process of evaluating the programme and develop changes to the 2007 plan. The system is still contentious among staff, and since many staff are at the top of their salary range, monetary results are limited.

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**ITEM 8                    RESTRUCTURING UPDATE (VERBAL)**

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Mr. Ball updated the Organization Committee on restructuring within TCHC. There is still ongoing reorganization in the Property Management Division, with Asset Management, Tenant Services and the Project Superintendent position. CPP will have new program areas, in order to support CMP initiatives.

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**ITEM 9                    APRENTICESHIP UPDATE (VERBAL)**

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Mr. Ball updated the Committee on a recent Community Safety award presented to TCHC. Graduation for the latest group of pre-apprentices will be in June, and approximately 14 will finish the program. Phase III will start soon, and TCHC is hopeful about establishing contacts with outside housing developers to assist with job placements.

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**ITEM 10                  OTHER BUSINESS**

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Ms. Mariam Adam informed the Committee members about a large forum on issues surrounding forced migration in Toronto this June, and asked if they knew of people and TCHC staff who might be interested in volunteering for the event. Mr. Ball promised to give the information to TCHC staff.

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**IN CAMERA PROCEEDINGS**

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*Motion carried*    **ON MOTION MADE** by Ms. Mariam Adam,

the Organization Committee resolved to meet *in camera* to consider items A, B, and C.

**PUBLIC PROCEEDINGS**

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*Motion carried* At 11:19 a.m. the Chair announced the resumption of the public proceedings and the public meeting reconvened at that time.

**ON MOTION MADE** by Ms. Penny Milton:

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

**ADJOURNMENT**

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The meeting of the Organization Committee was adjourned at 11:20 p.m.

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Secretary

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Chair