

Minutes
Special Meeting of Council
City of Windsor

Monday, January 16, 2017
6:00 o'clock p.m.

Members Present:

Mayor

Mayor Dilkens

Councillors

Ward 10 - Councillor Borrelli

Ward 3 - Councillor Bortolin

Ward 2 - Councillor Elliott

Ward 1 - Councillor Francis

Ward 6 - Councillor Gignac

Ward 4 - Councillor Holt

Ward 7 - Councillor Kusmierczyk

Ward 8 - Councillor Marra

Ward 9 - Councillor Payne

Ward 5 - Councillor Sleiman

1. ORDER OF BUSINESS

2. CALL TO ORDER

Mayor Dilkens calls the special meeting of Council to order at 6:05 o'clock p.m.

3. DISCLOSURE OF PECUNIARY INTEREST AND THE GENERAL NATURE THEREOF

None disclosed.

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4. COMMITTEE OF THE WHOLE

Moved by: Councillor Francis

Seconded by: Councillor Bortolin

That Council do now rise and move into Committee of the Whole with the Mayor presiding for the purpose of dealing with:

- a) hearing presentations and delegations;
- b) consideration of business items;
- c) **Report of Special In-Camera Meeting or other Committee as may be held prior to Council** (if scheduled); and
- d) consideration of By-law 16-2017.

Carried.

5. REQUESTS FOR DEFERRALS, REFERRALS OR WITHDRAWALS

None requested.

6. PRESENTATIONS AND DELEGATIONS

6.1 Contracting Out: Huron Lodge Long-Term Care Caretaking (Janitorial) Services---City Wide

Mark Vander Voort, President, CUPE Local 543

Mark Vander Voort, President, CUPE Local 543, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, suggesting that some of the administrative claims in the report cannot actually be fulfilled, and that part-time caretakers will be negatively impacted if this were to be approved and concludes by reiterating that CUPE is committed to providing excellence in customer service.

Ian Nash, resident of Ward 6

Ian Nash, resident of Ward 6, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, stating that good paying public service jobs have been cut already and has burdened the economic viability of the city, and questions how and if residents would benefit from the purported savings, questions the track record of Aramark Canada which would provide this service, and concludes by warning Council that you can only reduce so much before the system as a whole crashes.

Jessie Simonetti, resident of Ward 6

Jessie Simonetti, resident of Ward 6, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, suggesting that outsourcing would

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result in actual service cuts, and that Aramark Canada which would provide this service has had a troubling record, and concludes by showing a video highlighting the impact this would have for the residents at the long-term care facility.

Brian Hogan, Windsor and District Labour Council

Brian Hogan, Windsor and District Labour Council, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, stating that CUPE offers great service and controls, and that outsourcing leads to an increase in unemployment and that Council needs to understand that this should not just be about “the lowest cost”.

Myra Horvath, resident of Ward 2 and daughter of a parent who resides at Huron Lodge

Myra Horvath, resident of Ward 2 and daughter of a parent who resides at Huron Lodge, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, and suggests that Council turn its attention to the many layers of middle management within the city ranks rather than eliminate front line staff who are essential to providing good quality services to the residents and the public directly.

Ken Lewenza Sr., resident of Ward 1

Ken Lewenza Sr., resident of Ward 1, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, stressing the importance of a good standard of living, stating that a low wage economy has a domino effect on other systems such as health care and concludes by suggesting to Council that it has a moral responsibility to vote down outsourcing of jobs.

Gregory Lemay, resident of Ward 7

Gregory Lemay, resident of Ward 7, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, questioning how this actually fits into the city’s 20 year vision, and concludes by asking Council to be a leader and keep these jobs at home.

Tony Jovcevski, resident of Ward 9

Tony Jovcevski, resident of Ward 9, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, questioning what the actual savings will be and when they will be realized, and states the these front line jobs are one of the most visible and concludes by suggesting that the majority of Windsorites disapprove of this outsourcing proposal.

Patrick Hannon, resident of Ward 5

Patrick Hannon, resident of Ward 5, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, suggesting that the purported savings just do not warrant this action, which would have a negative effect on the local economy and concludes by stating that the culture of care is vital and should be preserved as a control.

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Gloria Marion, resident of Ward 5

Gloria Marion, resident of Ward 5, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, stressing that public control and monitoring are so very important, and that Council should perhaps look at reducing the management ranks as opposed to the front line workers.

Rob Kolody, President, CUPE Local 82

Rob Kolody, President, CUPE Local 82, appears before Council and is available for questions regarding the proposed contracting out of caretaking at Huron Lodge.

Mike Longmoore, resident of Ward 5

Mike Longmoore, resident of Ward 5, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, as he fears standards will not be met and the city would then be liable, and suggests that members of Council are using outsourcing simply to win elections, and concludes by asking members of Council to give this serious thought and to vote against outsourcing.

Ken Lewenza Jr., representing Making Waves Windsor Essex

Ken Lewenza Jr., representing Making Waves Windsor Essex, appears before Council to speak in opposition to the proposed contracting out of caretaking at Huron Lodge, reiterating the importance of investing in the people living in the community, and suggests that there needs to be a collective conversation on maintaining and building on community wealth, and concludes by warning that the race to the bottom is happening now and Council needs to realize it is not governing over a climate from ten years ago, as circumstances and the mood has changed.

Mayor Dilkens leaves the meeting at 8:58 o'clock p.m., and Councillor Elliott assumes the chair.

Mayor Dilkens returns to the meeting at 9:03 o'clock p.m., and Councillor Elliott returns to his seat at the Council table.

CR50/2017 AMENDED BY CR181/2017 ADOPTED MARCH 27, 2017

Moved by: Councillor Payne

Seconded by: Councillor Francis

Decision Number: CR50/2017

THAT, in adherence with Council's fiscal mandate of providing municipal services in the most economical manner, Council **PROCEED** with the contracting out of caretaking at Huron Lodge; and,

THAT Council **DIRECT** Administration to achieve the outsourcing by way of Administration's recommended Option B (Direct Administration to outsource caretaking at Huron Lodge) as described in the report of the Senior Manager, Facilities dated January 6, 2017 entitled "Contracting Out: Huron Lodge Long-Term Care Caretaking (Janitorial) Services" as follows:

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- I. THAT Council **AUTHORIZE** Administration to enter into an agreement with Aramark Canada Ltd. for Caretaking (Janitorial) Services at Huron Lodge Long-Term Care Home in the amount of \$1,199,253.64 per year, inclusive of non-recoverable HST; and,
- II. THAT the Chief Administrative Officer and the City Clerk **BE AUTHORIZED** to sign the agreement, satisfactory in form to the City Solicitor, in technical content to the City Engineer and Executive Director of Huron Lodge, and in financial content to the City Treasurer, and
- III. THAT Council **APPROVE** the elimination of fourteen (14) Regular Full Time and eighteen (18) Regular Part Time General Caretaker HL (Job Code 543181) positions; one (1) Regular Full Time Storekeeper and one (1) Regular Part Time Storekeeper (Job Code 543186) positions; and one (1) General Staff (Job Code 543197) position; and
- IV. THAT administration **BE AUTHORIZED** to enter into discussions with CUPE Local 543 to attempt to enter into an agreement to move employees affected by the elimination of positions to the classification of Caretaker (Job Code 543085); and
- V. THAT Council **APPROVE** one-time transitional funding from the Budget Stabilization Reserve estimated at approximately \$1.9 million (subject to the actual attrition rate) to maintain ten (10) Regular Full Time Caretaker (Job Code 543085) over complement positions to facilitate the continued employment of Regular Full Time employees affected by the elimination of positions at Huron Lodge, by redeploying these employees to those Caretaker (Job Code 543085) positions; and,
- VI. THAT Council **APPROVE** the over complement placement of six (6) Regular Part Time Caretaker (Job Code 543085) positions to facilitate the continued employment of Regular Part Time employees affected by the elimination of positions at Huron Lodge, by redeploying them to the RPT Caretaker (Job Code 543085) positions within the existing Regular Part Time Caretaker hours and budgets; and further,

THAT should an agreement not be reached with the Union relative to transfer the affected employees THAT Resolutions V & VI noted above **BE REMOVED** and **REPLACED** by the following:

- V. THAT Administration **BE AUTHORIZED** to issue layoff notices to employees affected by the elimination of positions if required; and,
- VI. THAT Council **APPROVE** the addition of ten (10) Regular Full Time Caretaker (Job Code 543085) positions to the staff establishment; and,

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- VII. THAT Council **APPROVE** the addition of six (6) Regular Part Time Caretaker (Job Code 543085) positions to the staff establishment; and further,

- VIII. THAT Council **APPROVE** one-time transitional funding from the Budget Stabilization Reserve Fund estimated at \$1.9 million (subject to the actual attrition rate) to fund the 10 RFT positions , and that the funding for the 6 RPT position be drawn from a reduction to the existing RPT budget; and

- IX. THAT Council **APPROVE** the addition of the noted positions above, with the understanding that future elimination of the over-complement caretaking positions will be achieved through attrition, as outlined in the transition plan/retirement analysis presented in Report C188/2016; and further,

THAT it **BE STIPULATED** that the successful proponent will not sub-contract any portion of the work.

Carried.

At the request of Councillor Marra, a recorded vote is taken.

Aye votes: Councillors Payne, Francis, Borrelli, Gignac, Sleiman and Mayor Dilkens.

Nay votes: Councillors Marra, Elliott, Holt, Kusmierczyk and Bortolin.

Absent: None.

Abstain: None.

Report Number: C 3/2017
Clerk's File: AS/12461 6.1

7. REGULAR BUSINESS ITEMS

None.

8. BY-LAWS (First and Second Readings)

Moved by: Councillor Kusmierczyk

Seconded by: Councillor Marra

That the following By-law No. 16-2017 be introduced and read a first and second time:

16-2017 A BY-LAW TO CONFIRM PROCEEDINGS OF THE COUNCIL OF THE CORPORATION OF THE CITY OF WINDSOR AT ITS SPECIAL MEETING HELD ON THE SIXTEENTH DAY OF JANUARY, 2017

Carried.

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9. MOVE BACK INTO FORMAL SESSION

Moved by: Councillor Payne

Seconded by: Councillor Sleiman

That the Committee of the Whole does now rise and report to Council respecting the business items considered by the Committee.

- 1) Consideration of business items listed on the Agenda (as amended)
- 2) By-laws given first and second readings (as presented)
- 3) **Report of Special In-Camera Meeting or other Committee as may be held prior to Council**

Carried.

10. THIRD AND FINAL READING OF THE BY-LAWS

Moved by: Councillor Borrelli

Seconded by: Councillor Bortolin

That By-Law 16-2017 having been read a first and second time be now read a third time and finally passed and that the Mayor and Clerk **BE AUTHORIZED** to sign and seal the same notwithstanding any contrary provision of the Council.

Carried.

11. ADJOURNMENT

Moved by: Councillor Elliott

Seconded by: Councillor Francis

That this Special Council meeting stand adjourned until the next regular meeting of Council or at the call of the Mayor.

Carried.

Accordingly, the meeting is adjourned at 9:25 o'clock p.m.

Mayor

City Clerk