



## **Minutes**

### **Toronto Transit Commission Human Resources Committee**

**Meeting No.:** 18

**Meeting Date:** Friday, November 29, 2024

A meeting of the TTC Human Resources Committee was held by video conference on Friday, November 29, 2024 commencing at 9:07 a.m. The meeting recessed at 9:52 a.m. to meet in-camera. The Human Resources Committee reconvened the public session at 11:24 a.m.

#### **Present at Committee of the Whole**

J. Myers (Chair) and J. De Laurentiis (Members), M. Hopkins, S. Naraine, G. Percy, and C. Finnerty were present.

C. Alexander (Mayor's Office), D. Jain (Chair's Office) and J. Darmody (Live Media) were also present.

J. Myers was in the Chair.

#### **Present at Public Session**

J. Myers (Chair), J. De Laurentiis (Member), M. Hopkins (Executive Director – Human Resources), S. Naraine (Chief People and Culture Officer), G. Percy (Interim Chief Executive Officer) and C. Finnerty (Director - Commission Services) were present.

C. Alexander (Mayor's Office), D. Jain (Chair's Office) and J. Darmody (Live Media) were also present.

J. Myers was in the Chair.

#### **Land Acknowledgement**

Chair Myers delivered the Land Acknowledgement for Toronto.

#### **Declaration of Interest - Municipal Conflict of Interest Act**

Nil

## **Minutes of the Previous Meeting**

Vice-Chair De Laurentiis moved approval of the Minutes of Meeting No. 17 held on Thursday, October 24, 2024.

The motion by Vice-Chair De Laurentiis carried.

## **Committee of the Whole**

Chair Myers moved the following motion:

That the Human Resources Committee recess into confidential session to consider:

Information about labour relations or employee negotiations

3. Collective Bargaining and Labour Update
4. Performance Management Framework
5. TTC Personnel Update

The motion by Chair Myers carried.

## **Public Presentations**

Nil

## **Presentations/Reports/Other Business**

1. Presentation: Inclusive Governance for the TTC Board 2025

S. Naraine delivered a presentation on this item. Members asked questions of staff with respect to training that staff have received on inclusivity, program development against the Board's objectives, and seeking assurances that the training objectives are embedded into future Board processes.

Vice-Chair De Laurentiis moved the following:

It is recommended that the Human Resources Committee:

1. Endorse the Program Proposal for Inclusive Governance training for the TTC Board, with the optional online modules made mandatory for TTC Board members, with exceptions made for those who have already completed other equivalent training offered by the City of Toronto.

The motion by Vice-Chair De Laurentiis carried.

Amended

## 2. Presentation: 360° Assessments

M. Hopkins delivered a presentation on this item. Discussion ensued with respect to the 360° process, leadership and coaching, and opportunities to expand the 360° process to other levels of the organization.

Vice-Chair De Laurentiis moved the following:

It is recommended that the Human Resources Committee:

1. Receive this presentation for information.

The motion by Vice-Chair De Laurentiis carried.

Approved

## 3. Collective Bargaining and Labour Update

Vice-Chair De Laurentiis moved the following:

It is recommended that the Human Resources Committee:

1. Authorize that the information contained in Confidential Attachment 1 remain confidential in its entirety as it contains information pertaining to labour relations or employee negotiations.

The motion by Vice-Chair De Laurentiis carried.

Approved

## 4. Performance Management Framework

Vice-Chair De Laurentiis moved the following:

It is recommended that the Human Resources Committee:

1. Receive the confidential information, noting that the information is to remain confidential as it is about labour relations or employee negotiations.

The motion by Vice-Chair De Laurentiis carried.

Approved

## 5. TTC Personnel Update

This item was deferred to the next regular meeting of the Human Resources Committee.

Deferred

The meeting adjourned at 11:25 a.m.