

APPENDIX F: HUMAN RESOURCES SUBCOMMITTEE

TERMS OF REFERENCE

The Executive Committee of the Board shall have a Human Resources Subcommittee.

Duties and Responsibilities

- a) To request and receive human resources reports on a regular basis to keep the committee informed of key human resources and/or labour issues (with the exception of collective bargaining, responsibility for which is assigned to the Ad-hoc Bargaining Committee).
- b) To provide the President with advice, as appropriate, on specific personnel matters such as terms and conditions of employment, discipline, termination, or compensation for union-exempt employees.
- c) To ensure that policy is developed by management in specific areas of human resources management and compensation and to regularly review such policies and their implementation.

Composition

- a) The Subcommittee shall consist of the President and all external members of the Executive Committee.
- b) The Chair of the Executive Committee shall serve as Chair of the Human Resources Subcommittee