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.