



## **Board of Directors**

931 Yonge Street,  
Toronto, M4W 2H2  
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The Board of Directors (“Board”) of the Toronto Community Housing Corporation (“TCHC”) held a hybrid Public meeting on June 10, 2025 via Webex, commencing at 4:14 p.m.

**Board Directors Present:** Adele Imrie (Chair)  
Brian Smith  
Councillor Anthony Perruzza  
Councillor Gordon Perks  
John Campbell  
Marcel Charlebois  
Debbie Douglas  
Ziva Ferreira  
Councillor Parthi Kandavel

**Board Directors Absent:** Vinita Jaiware-Beatty  
Nick Macrae  
Naram Mansour  
Ubah Farah

**Management Present:** Sean Baird, President and Chief Executive Officer  
Darragh Meagher, General Counsel & Corporate Secretary  
Barbara Shulman, Chief Corporate Services Officer  
Lily Chen, Chief Financial Officer & Treasurer  
Yves Cheung, Chief Development Officer  
Adriana Morariu, Director, Payroll, Pension, Benefits and HR Analytics, People & Culture  
Victoria Fichtenbaum, Director, Employee and Labour Relations, People & Culture  
Jessica Hawes, Senior Director of Development  
Sonia Chaabane, Acting Assistant Corporate Secretary

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As quorum being present, Ms. Imrie, serving as Chair, called the meeting to order, and Ms. Chaabane served as recording secretary.

## **ITEM 1 CHAIR'S REMARKS**

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The Chair called the meeting to order and delivered the Land Acknowledgement. She thanked Board members for making time to attend this special meeting and expressed appreciation to staff for organizing it on short notice. While efforts are typically made to align approval items with regularly scheduled meetings, the collective bargaining agreement for Local 416 could not wait until the June meeting.

The Chair recognized Jessica Hawes for her six years of dedicated service to TCHC, to TCHC tenants, and to this Board. She thanked Jessica for her leadership, noting that the Board deeply appreciates her expertise and contributions.

Jessica stepped into the Acting Chief Development Officer role in 2022, during a period of significant uncertainty for the Development Division. Despite the challenges, she maintained team morale and helped drive major progress on key projects, including Regent Park, Lawrence Heights, and Swansea Mews.

The Chair also acknowledged Jessica's advocacy for TCHC's development capabilities, which helped position TCHC as a valued partner in the City's goal of creating 65,000 new housing units. Jessica also played a pivotal role in negotiating the Master Services Agreement with the City, helping define a new role for the organization.

## **DEPUTATIONS**

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No deputations were received.

## **ITEM 2 APPROVAL OF PUBLIC MEETING AGENDA**

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*Motion carried* **ON MOTION DULY MADE** by Mr. Campbell, seconded by Ms. Douglas and carried, the Board of Directors approved:

1. the Agenda for its Public meeting of June 10, 2025; and
2. all matters on the Agenda with the exception of:
  - Item 4 - Collective Bargaining - TCEU Local 416

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**ITEM 3 CHAIR’S POLL RE: CONFLICT OF INTEREST**

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The Chair requested members of the Board to indicate any agenda item in which they had a conflict of interest, together with the nature of the interest.  
**No conflicts were declared.**

**COLLECTIVE BARGAINING - TCEU**

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**ITEM 4 LOCAL 416**

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TCHC:2025-56

The above-captioned report was circulated to the Board prior to the meeting. Ms. Shulman introduced the report seeking Board approval to ratify the memorandum between Toronto Community Housing and Toronto Civic Employees’ Union, Local 416 (“Local 416”) which is in accordance with the mandate previously approved by the Board.

The Chair noted that a fulsome discussion took place during the in-camera portion of the meeting due to the sensitive nature of the report. She requested that the motion be amended to include acknowledgment of Ms. Shulman and her team for their work in managing the process so seamlessly. She also asked that the motion reflect that the Local 416 ratified the agreement on June 9, 2025.

*Motion amended* **ON MOTION DULY MADE** by Mr. Smith, seconded by Ms. Douglas, and carried, the Board of Directors, in light of the Union’s ratification of the Memorandum of Settlement on June 9, 2025:

1. Ratified the Memorandum of Settlement between Toronto Community Housing (“TCHC”) and the Toronto Civic Employees’ Union, Local 416 (“TCEU, Local 416”), in accordance with the mandate approved by the Board of Directors;
2. Authorized TCHC to enter into a Collective Agreement with TCEU Local 416 based on the Memorandum of Settlement;
3. Authorized staff to make the necessary adjustments to the 2025 Operating Budget of the Divisions to reflect provisions of the Memorandum of Settlement;

4. Expressed its thanks to the staff who were involved in negotiating the Memorandum of Settlement, with TCEU, Local 416, on behalf of TCHC; and
5. Authorized the appropriate staff to take all necessary actions, including necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the new Memorandum of Settlement, and execute all necessary documents to implement the above recommendations.

### **TERMINATION**

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A motion to adjourn the meeting was moved by Mr. Smith and seconded by Ms. Douglas. The Board resolved to terminate the public meeting at 4:24 p.m.

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Secretary

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Chair, Board of Directors