

Grievance Summary Report

Date: September 1, 2017

To: The Board of Governors of Exhibition Place

From: Kerry Pond, Executive Director of Human Resources

Wards: All

SUMMARY

This report provides a summary and analysis of grievance and arbitration activity for the six (6) month period of January 1, 2017 to June 30, 2017. The 2017 grievance activity is also compared to the six (6) month period from January 1, 2016 to June 30, 2016.

In the first six (6) months of 2017, the total number of grievances filed by all bargaining units on Exhibition Place grounds was thirty one (31). Of the thirty-one (31) grievances filed, six (6) are at arbitration. During the same time period in 2016, the total number of grievances filed by all bargaining units was forty-four (44).

RECOMMENDATIONS

It is recommended that:

The Board receive this report for information.

FINANCIAL IMPACT

There are no financial implications in relation to this report.

DECISION HISTORY

As a result of a request from the Board of Governors at its meeting of December 4, 2015, the City has prepared this grievance report to provide information for the Board. This submission covers the period of January 1, 2017 to June 30, 2017.

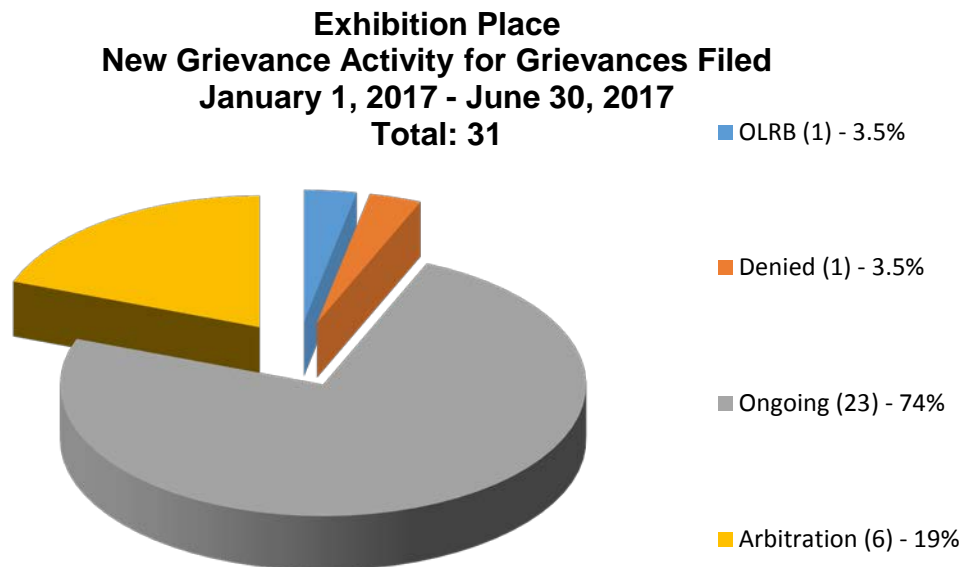
COMMENTS

Grievance Activity

There were thirty one (31) new grievances filed during the period of January 1, 2017 to June 30, 2017; during the corresponding time frame in 2016, forty-four (44) new grievances were filed. This represents a decrease of thirteen (13) new grievances filed in the first half of 2017.

There were twelve (12) grievances resolved, withdrawn, or adjourned during the period of January 1, 2017 to June 30, 2017. The chart below provides an overview of the status of the grievances filed in 2017.

Chart 1: Open Grievances by Status – as of June 30, 2017



*Ongoing grievances include those where Exhibition Place requires information from the tenants or the Union, and those that are the subject of active settlement discussions.

Grievances by Union Affiliation

Exhibition Place has eight (8) Collective Agreements to which it is bound on the grounds. Exhibition Place is also bound under the Provincial Industrial, Commercial, Institutional (ICI) Collective Agreements for Electrical, Carpentry, Labour, Painting, and Plumbing.

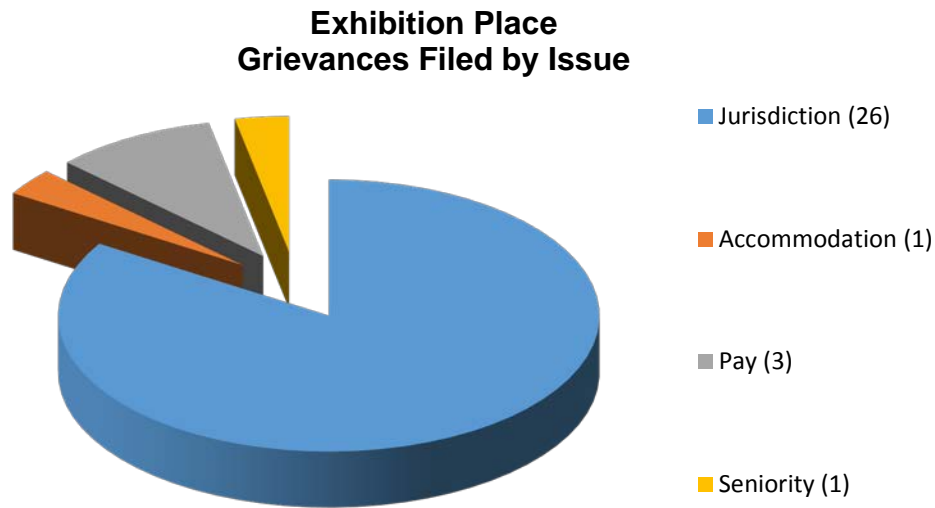
Chart 2: Number of Grievances by Union Affiliation – January 1, 2017 to June 30, 2017

| | Maintenance | ICI | Total |
|------------|-------------|-----|-------|
| Carpenters | 0 | 0 | 0 |
| IATSE | 5 | N/A | 5 |
| Labourers | 24 | 2 | 26 |
| Security | 0 | 0 | 0 |
| Parking | 0 | 0 | 0 |
| Plumbing | 0 | 0 | 0 |
| Electrical | 0 | 0 | 0 |
| Painting | 0 | 0 | 0 |
| Total | 29 | 2 | 31 |

Most Common Grievance Issues

The most common grievances at Exhibition Place are related to the assignment of work and work jurisdiction, which represents 84% of all grievances filed. The balance of grievances filed in 2017, 16%, were related to accommodation, pay and seniority issues.

Chart 3: Grievances filed by Issue - January 1, 2017 to June 30, 2017



The jurisdictional issues arise out of the assignment of work and can be attributed to the trades Collective Agreements between Exhibition Place and its Unions. Work jurisdiction grievances are common in the construction industry and with construction oriented Union locals. The value of a person's union membership and craft is strongly linked to the work opportunities available to that Union. As such, jurisdiction over work assignments is of critical importance to the Union(s) and their membership. With respect to the directly employed staff on the grounds, there is overlap of certain work tasks between the collective agreements and there are many work assignments that might reasonably be assigned to members of more than one Union.

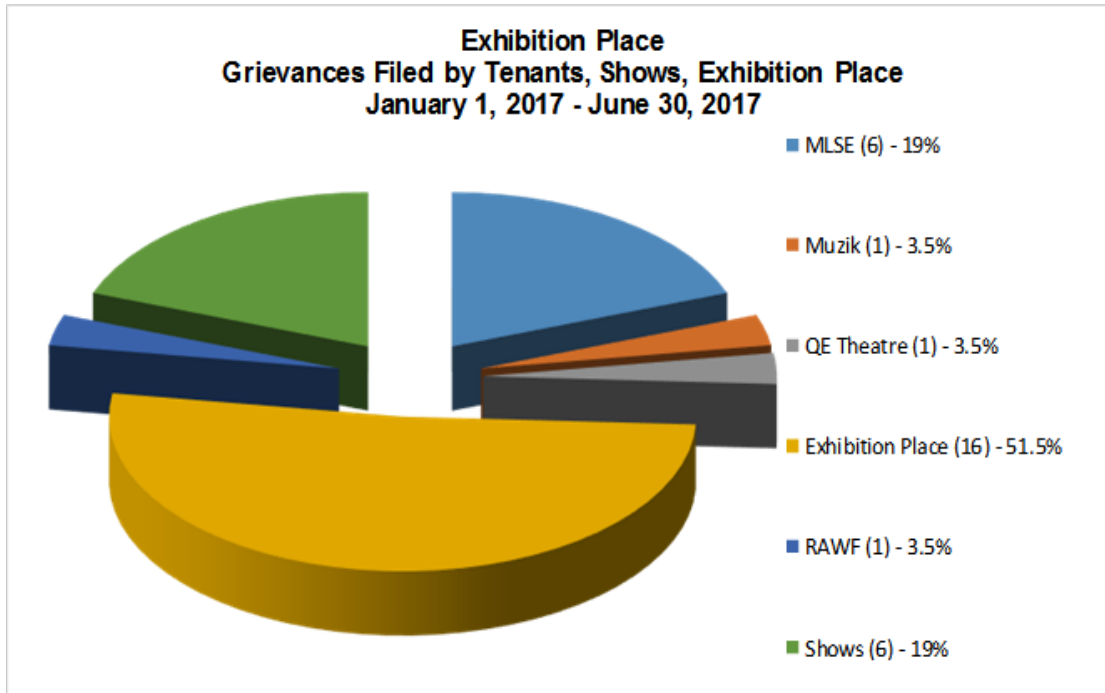
With construction projects, work jurisdiction disputes are fairly common and will usually commence with a particular Union filing a grievance to claim the work, while employees from another Union actually performed the work. There is plenty of room for reasonable disagreement between various Unions, contractors, subcontractors and management of Exhibition Place as to which Union is properly assigned a particular task.

Tenanted Space and Shows

All tenants have leases and agreements that obligate them to respect the provisions of the Collective Agreements of Exhibition Place. Tenants are clearly advised of their Collective Agreement obligations. As noted above, however, there can be room for reasonable disagreement about whether a particular task must be assigned to a particular Union or not.

A significant portion of Exhibition Place's business involves the booking of shows and exhibitions. These clients are advised of the Collective Agreement obligations however, when show managers change or shows are new to the grounds, incorrect assignments of work may occur. As noted above, there is also room for reasonable disagreement about whether a particular task must be assigned to member of a particular union or not.

Chart 4: Grievances Filed by Unions With Regards to Exhibition Place, Tenants and Show Activities - January 1, 2017 to June 30, 2017



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SIGNATURE

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