Exhibition Place

REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Proposed Collective Agreement with International Alliance of Theatrical Stage Employees & Moving Picture Technicians, Local 58

Date: November 14, 2018
To: The Board of Governors of Exhibition Place
From: Dianne Young, Chief Executive Officer
Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report is about labour relations or employee negotiations.

SUMMARY

This report outlines the terms of a Memorandum of Settlement negotiated with IATSE Local 58. These terms which are set out in detail in the confidential attachment have yet to be ratified by the IATSE Local 58 membership however pending ratification by IATSE Local 58 scheduled for November 15, 2018, this report is recommending approval by the Board.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board ratify and approve the Memorandum of Settlement, attached as Schedule A to Confidential Attachment 1, dated November 14, 2018, between the Board of Governors of Exhibition Place and the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 58, Toronto.

2. The Board authorize staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes to the collective agreement in the Memorandum of Settlement.

3. The Board direct that Schedule A to Confidential Attachment 1 be released publicly after ratification of the Memorandum of Settlement by the Board and by the membership of the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 58, Toronto and that the remainder of the Confidential Attachment 1 remain confidential as it relates to labour relations or employee negotiations.

FINANCIAL IMPACT

The financial impact of this report is detailed in the Confidential Attachment.

DECISION HISTORY

The Exhibition Place 2017 – 2019 Strategic Plan had a Business Development Goal to grow event activity and study the cost of services in the review of our collective agreements.

At its meeting in July 6, 2016, the Board approved an agreement with International Alliance of Theatrical Stage Employees Local 58 for a two-year period which term of the agreement expires on December 31, 2017.
https://www.explace.on.ca/files/file/58c69f3ea22b5/Item-14-IATSE-58-Agreement.pdf

At its meeting on June 1, 2017, the Board approved a bargaining mandate to negotiate a renewal collective agreement for the period commencing January 1, 2018.
http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EP4.1

COMMENTS

The previous Collective Agreement between the Board and IATSE Local 58 expired on December 31, 2017. Notice to Bargain was received from IATSE Local 58 on November 23, 2017 and negotiations commenced January 12, 2018 led by the City of Toronto Employee & Labour Relations Section under the direction of the Exhibition Place Chief Executive Officer and supported by Exhibition Place management staff, the City of Toronto Legal Services and an external consultant advisor.

During the period January 12 to November 14, 2018, the parties bargained over fifteen (15) bargaining sessions, culminating in a settlement on November 14, 2018.

The key objectives for bargaining were to:

- Modernize the collective agreement to reflect the changes to the industry and lines of business at Exhibition Place
- Achieve a collective agreement that amends the restrictive work rules to reflect the competitive nature of the meeting, conferences and conventions industry in which Exhibition Place operates.

The details negotiated are listed in the Memorandum of Settlement and Schedule “A” to the Confidential Attachment I reflect the terms and conditions of the proposed collective agreement.

CONTACT

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SIGNATURE

Dianne Young
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 - Negotiated Terms and Conditions
Confidential Schedule A - Memorandum of Settlement