



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Proposed Collective Agreement with Labourers' International Union of North America, Local 506

Date: August 1, 2019

To: The Board of Governors of Exhibition Place

From: Chief Financial Officer & Corporate Secretary, Exhibition Place

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report is about labour relations or employee negotiations.

SUMMARY

The Collective Agreement between the Board and Labourers' International Union of North America, Local 506 ("LiUNA Local 506") expired on March 31, 2018. Notice to Bargain was received from LiUNA on February 22, 2018. Prior to commencing bargaining, the parties agreed to try and resolve issues that were at arbitration. These efforts were unsuccessful. On September 26, 2018 the union filed for conciliation with the Ministry of Labour. Following the appointment of a conciliator, bargaining meetings were held on April 8, 2019, April 16, 2019, May 2, 2019, June 5, 2019, July 3, 2019 and July 30, 2019 (into July 31, 2019) with LiUNA Local 506, City Labour Relations staff, Exhibition Place staff and the Ministry of Labour Conciliator.

This report outlines the terms of a Memorandum of Agreement (MOA) negotiated with LiUNA Local 506. These terms which are set out in the confidential attachment have yet to be ratified by the LiUNA Local 506 membership, however ratification by LiUNA Local 506 is scheduled for Tuesday August 6, 2019, so the result will be known by the August 7, 2019 Board meeting. Pending ratification by LiUNA, this report is recommending approval by the Board.

RECOMMENDATIONS

The Chief Financial Officer & Corporate Secretary recommends that:

1. The Board ratify and approve the terms and conditions of the Memorandum of Agreement, set out in Confidential Attachment 1 and Schedule A, between the Board of Governors of Exhibition Place and Labourers' International Union of North America, Local 506.
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 Agreement (Schedule A) and set out in Confidential Attachment 1.
3. The Board direct that Confidential Attachment 1 and Confidential Schedule A be released publicly after ratification of the Memorandum of Agreement by the Board and by the membership of Labourers' International Union of North America, Local 506.

FINANCIAL IMPACT

See the Confidential Attachment 1.

DECISION HISTORY

The Exhibition Place 2017 – 2019 Strategic Plan had a Business Development goal to better understand our competitive positioning through a comprehensive cost study and as a Strategy to support this goal we will study rental costs, cost of services provided by our workforce and review our collective agreements.

<https://www.explace.on.ca/files/file/5966705b5cecb/Exhibition-Place-Strategic-Plan-2017-2019.pdf>

At its meeting of September 30, 2016, the Board approved of a collective agreement with Labourers' International Union of North America Local 506.

<https://www.explace.on.ca/files/file/58b5f8f02ad97/Item-10-LiUNA-506-CA.pdf>

COMMENTS

This local collective agreement with LiUNA Local 506 applies to the labourer and housekeeping work done as part of the regular upkeep of the Board's venues and assets as well as to work performed by Exhibition Place staff for shows or events on the grounds.

The details of the terms and conditions of the MOA are set out in the Confidential Attachment 1.

CONTACT

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SIGNATURE

Hardat Persaud
Chief Financial Officer & Corporate Secretary

ATTACHMENTS

Confidential Attachment 1 - Summary of the Memorandum of Agreement
Confidential Schedule A - Memorandum of Agreement