



REPORT FOR ACTION

Management and Non-Union Employees Benefits Plan Amendments

Date: September 3, 2020

To: The Board of Governors of Exhibition Place

From: Don Boyle, Chief Executive Officer

Wards: Ward 10

SUMMARY

This report recommends that the Board adopt the changes to the Active Employee Benefits Plan for Management and Non-Union employees of Exhibition Place, which changes are in keeping with the recent directions taken by City Council in July 2020. The proposed changes outlined in this report arise from the City of Toronto staff's review of the benefit plan changes, following the recently concluded collective bargaining with TCEU, Local 416 and CUPE, Local 79.

The provision of administrative and underwriting services for employee benefit plans for Agencies and Corporations including Exhibition Place is included in the City benefits administration through participation in a joint Request for Proposal with the City Purchasing Management and Materials Division, which provide the same benefits to our employees under the City's umbrella.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board of Governors adopts the amended Active Employee Benefits Plan for Management and Non-Union employees, as outlined in Attachment 1 to this report.
2. The Board of Governors adopts the requirements to provide medical certificates for Management and Non-Union employees, as outlined in Attachment 1 to this report.
3. The Board of Governors adopts the Pre-65 Retiree Benefits Plan for Management and Non-Union employees, as amended, where applicable, for employees who retire on or after October 1, 2020, as outlined in Attachment 1 to this report.

FINANCIAL IMPACT

In 2019, the Board spent \$170,000 to provide Health benefits and \$24,000 for maternity/paternity leave top up payments for a total of \$194,000 to employees and retirees. The recommended changes will result in an estimated annual incremental cost of approximately \$5,500.00. The incremental cost of the benefit plans as outlined in Appendix A are funded through departmental operating budgets.

DECISION HISTORY

The Exhibition Place 2017 – 2019 Strategic Plan extension to December 2021 has several Strategic Objectives that align with this undertaking: optimize human capital, and equip, engage, and empower employees. These strategic objectives ensures Exhibition Place continues to build a culture of fairness for its employees, and enact congruous policies that follow the City.

At its meeting of July 12, 13, 14, and 15, 2016, City Council authorized the City Treasurer to negotiate and enter into an agreement with Green Shield Canada for the provision of Category A Services – Extended Health Care and Dental Benefits; and City Council authorized the City Treasurer to negotiate and enter into an agreement with the Manufacturers Life Insurance Company (Manulife) for the provision of Category B Services - Group Life Insurance, Accidental Death and Dismemberment Insurance, and Long Term Disability Administration/Insurance Benefits.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2016.GM13.7>

On July 28 and July 29, 2020, City Council adopted amendments to the Management/Non-Union Employees, Accountability Officers, and Elected Officials Benefit Plans, as a result of changes negotiated in the City 2020 Collective Bargaining in the recent 2020 round of negotiations with TCEU, Local 416 and CUPE, Local 79.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.EX15.3>

COMMENTS

Amended Benefit Plans – Health, Parental Leave, and Float Day

The provision of administrative and underwriting services for employee benefit plans for Agencies and Corporations including Exhibition Place is included in the City benefits administration through participation in a joint Request for Proposal with the City Purchasing Management and Materials Division, which provide the same benefits to our employees under the City's umbrella.

City Council has recently approved the amended Active Employee Benefits Plan for Management/Non-Union Employees, Accountability Officers, and Elected Officials, outlined in Attachment A. This decision was precipitated by changes negotiated in the

City's 2020 Collective Bargaining with TCEU, Local 416 and CUPE, Local 79, which resulted in a number of benefit changes.

Exhibition Place provides a comprehensive Benefits Plan for its Management and Non-Union employees comparable to the City and other public sector employers, and incorporates various cost-containment provisions. The benefit plans are defined benefit plans subject to inflationary increases, depending on general Canadian health and dental increases. As a result, the costs related to the benefit plans increase annually.

This report seeks approval from the Board for Exhibition Place to align itself with the recent City changes to the benefit plan for its Management and Non-Union employees adopted by Council.

CONTACT

Kelvin Seow, Director, Stakeholder Management & Special Projects, 416-263-3111, Kseow@explace.on.ca

SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Attachment 1 - Active Employee Benefits Plan Provision Changes and Requirement for Medical Certificates

Appendix A - Incremental Additional Benefit Costs