



REPORT FOR ACTION

Employee and Corporate Policies 2020 Review and Update

Date: November 24, 2020

To: The Board of Governors of Exhibition Place

From: Don Boyle, Chief Executive Officer

Wards: All Wards

SUMMARY

This report recommends the approval of those Employee and Corporate Policies for Exhibition Place detailed in Appendices A and B, attached as policies that are new or revised.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board approve of the policies attached as Appendix A and B.

FINANCIAL IMPACT

There are no negative financial implications of receiving the report.

DECISION HISTORY

The Exhibition Place 2017 – 2019 Strategic Plan has an Organization and Staffing Goal to rework Exhibition Place corporate governance systems to reflect best practices.

At its meeting of May 31, 2018, the Board approved updates to the Employee and Corporate Policies, most of the revisions were required because of amendments to the Employment Standards Act, enacted by the Province through Bill 148.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2018.EP11.10>

At its meeting of December 9, 2016, the Board approved of the Exhibition Place Employee policies which resulted from an entire review of all policies and best practices in the industry.

<https://www.explace.on.ca/files/file/58b608e388d7e/Item-12-Employee-Policies.pdf>

COMMENTS

The last review of the majority of all Exhibition Place employee and operating policies took place in 2018, due to Provincial Amendments to the Employment Standards Act which affected many of our policies. In addition, minor housekeeping revisions have also been included for those policies which, in practice, have proved to be confusing for staff.

Appendix 'A' lists all the Exhibition Place Employee and Corporate Policies and indicates those that are revised and/or new, and the reason for the changes. The categories listed in Appendix A are:

- Legislated - Provincial legislation
- City Policy Standards / Directives - Either a City initiated policy or directed by City Council. Policy reviewed and revised to meet Exhibition Place needs and approved by Board.
- Board Initiated - No City policy exists but necessary for Exhibition Place policy given the workplace environment and operational needs.

Appendix 'B' are the specific policies and guidelines.

CONTACT

Don Boyle, Chief Executive Officer, 416-263-3611, dboyle@explace.on.ca

SIGNATURE

Don Boyle
Chief Executive Officer

Appendix A - Summary of Employee and Corporate Policies and Guidelines
Appendix B - Employee and Corporate Policies and Guidelines